

Balanced budget requires \$7.9 million reduction

by George Cook

In order to balance next year's budget, the University must reduce spending in academic and administrative areas by a total of \$7.9 million next year, the 1986-87 budget report says. The report is published as a supplement in this issue of the *Bulletin*.

"Underfunding has placed the fundamental quality of the University at

risk," the report says. "The recommended budget represents a plan for minimizing that risk as much as possible... There is, however, no budgetary alchemy by which the shortfall can somehow be made smaller, or by which the harm that underfunding inexorably does to programs and services can be avoided."

In his presentation to the Planning & Resources Committee April 14,

Assistant Vice-President (Planning) Dan Lang said no program can afford a reduction, but difficult choices had to be made.

The cuts will be applied selectively, Lang said. In some cases, no reductions are called for, while in others, they will be substantial.

Governing Council meets April 28 to consider the budget report. It was approved by planning and resources

April 14 and the Business Affairs Committee April 16.

Reductions have been allocated to five of the budget's six "envelopes", the largest — \$2.5 million — to that administered by Provost Joan Foley. Her portfolio amounts to 80 percent of University spending and includes all academic divisions, the library, student services and the provost's office.

About \$700,000 will also be cut from the envelopes administered by the president, vice-presidents and the assistant vice-president and registrar. Administrative cuts average about 1.5 percent.

The only portfolio to escape reductions is that of the vice-president, institutional relations. His area has been protected in order to provide the resources necessary to carry out the private funding campaign, scheduled to begin this fall.

Among the divisions, arts and science will sustain the greatest loss —

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UNIVERSITY OF TORONTO

Bulletin

No. 17 39th year

Monday, April 21, 1986

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Architecture's fate still in question

by Judith Knelman

The seventh and final joint meeting of the Academic Affairs and Planning & Resources Committees on the possible closure of the Faculty of Architecture and Landscape Architecture ended in closed session April 17 so that members could discuss with Provost Joan Foley her reservations about supporting a program whose problems may be insoluble.

Foley had told the April 10 meeting of academic affairs that she did not wish to put forward her motion for

closure before considering other options. One proposal, she said, was to have another joint meeting at which she could receive members' questions and comments. That meeting, held April 17, was, like the other joint meetings, for information only. If she decides to bring forward the recommendation for closure it will go first to academic affairs and then to planning and resources for concurrence.

In a statement to academic affairs April 10 and planning and resources April 14, Foley said that the question

of governability of the program in architecture concerns her because the ability of the faculty to use its resources effectively depends on a collegial approach to its problems.

"The University administration has some reason to believe that a desirable candidate for the deanship would not be attracted without some substantial commitments for additional resources. In a time of very scarce resources indeed, I am naturally concerned to allocate them with confidence that they will be effectively used in the delivery of programs of teaching and research of high quality."

The statement criticizes "some members of the faculty" for being "more concerned with making the position of the acting dean and the acting chairman untenable than with the delivery of the program" earlier this year and for their posture towards the leading candidates for the deanship.

Some members who spoke in the open session of the meeting agreed with Foley that it would be unwise to commit funds to the program in architecture unless they thought its problems could be solved by a strong dean and a united faculty. However, several members suggested that the program in landscape architecture should be a separate consideration, since it did not have the same problems.

Professor Michael Uzumeri said he would vote against closure if mechanisms could be set up to make the program in architecture top-notch, but he does not accept claims that have been made to the joint committee that it is top-notch now.

R.J. McGavin, a government appointee, said saving architecture would be very costly and could be accomplished only at the expense of other departments. "It would start a downward spiral of mediocrity."

Desmond Morin, vice-chairman of planning and resources, suggested the University accept offers from outside groups to raise funds to save the program in architecture, conduct a global search for an outstanding dean — "the Lee Iacocca of the architecture world" — and monitor the progress of the program.

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Aird to be installed this fall as chancellor

Former Ontario lieutenant-governor John Black Aird will be formally installed as the University's 28th chancellor in a ceremony this fall.

Aird, 62, succeeds George Ignatieff, who leaves the post at the end of June after completing two three-year terms, the maximum allowed.

Aird, senior partner in the law firm Aird & Berlis, comes to the role with a wealth of experience in ceremonial positions. While lieutenant-governor (1980-85), he also served as chancellor of Wilfrid Laurier University (1977-85).

As lieutenant-governor Aird won wide respect for his work on behalf of disabled children. In an interview last week, he said he hopes to continue to promote the interests of the disabled at the University. He noted that upon his retirement as lieutenant-governor, the province established a bursary to assist disabled students to attend university.

Although the chancellor's role is primarily ceremonial, and includes granting degrees at convocation and attending University and alumni association functions, Aird said he intends to participate actively in the life of the University by reaching out to the whole constituency.

"I'm the kind of person who likes to get involved," he said. "I will give as much time as the position demands."

The chancellor is chosen by the College of Electors, a group of 59 representatives from the University's



John Aird (right), while Ontario lieutenant-governor, attended the installation of President George Connell in November 1984

approximately 30 alumni associations. The number of positions on the college is set according to the relative numbers of alumni in each association. Candidates for chancellor must be nominated by at least 10 University alumni.

Brian O'Riordan, chairman of the College of Electors, said its members are pleased Aird has accepted the post. "He will enhance the profile of U of T

and we hope he will be very effective in fundraising activities and in the University community generally. I think his general stature is impressive and will reflect well on the University."

Aird graduated from Upper Canada College in 1941 and spent a year at Trinity College before joining the navy, in which he served until 1945. Upon demobilization, he returned to

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Budget

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about \$920,000. Medicine will lose \$715,000, engineering \$245,000 and library operations \$205,000. Spending cuts to academic programs and services vary greatly, but amount, on average, to about one percent of their respective budgets.

The report devotes several pages to the effects of the income shortfall and the internal reallocation of funds necessary to meet it. They include:

- Fewer staff and larger classes. "It is virtually impossible to avoid reducing staff complements when academic salaries constitute such a large portion of the University's operating budget," the report says. The Faculty of Arts & Science has lost 35 tenured faculty positions in the last four years. Administrative staff have also been reduced, resulting in increased workloads for those who remain and for faculty.

- Erosion of physical resources and equipment. In order to preserve as much of their staff as possible, divisions have reduced their equipment and supply accounts. In the Faculty of Applied Science & Engineering, for example, much of the existing equipment was purchased before 1972 and can no longer be repaired.

- Missed opportunities. Many new initiatives are impossible and some have been abandoned for lack of funds. Erindale College, for example, must eliminate its effective writing courses and close its teaching-learning centre, which provides individual tutoring to students who need to improve their communication skills.

- Erosion of morale and goodwill. The deans of arts and science, medicine, social work and others report a continued decline in the quality of personal relationships, collegiality,

creative thought and commitment.

Operating income will rise about \$9.8 million, or 2.9 percent, over last year. The University expects to increase full-time equivalent enrolment by 715 students in order to reach the target for 1985-86, which was not achieved.

Lang told planning and resources the University's private funding campaign, scheduled to begin later this year, may in future provide sufficient income to offset some costs — of scholarships and bursaries, for example — now covered by the University's base budget. However, the campaign will not generate sufficient revenue to create "sparing effects" until after 1987-88.

The budget foresees expense increases of about \$17.5 million next year. The estimated expense for salaries, wages and benefits will rise by about \$13.1 million, while non-salary costs will rise by about \$4.4 million.

Although the University's operating budget is balanced, a \$700,000 deficit is shown for the supercomputer in 1986-87. Under the business plan approved by Governing Council March 20, the facility is expected to generate sufficient income from the sale of commercial time on the machine to eliminate its accumulated deficit by 1991.

The total University budget in 1986-87 will reach about \$390 million when faculty and staff salary levels are determined. Salary negotiations continued during budget preparations and have not yet resulted in new agreements. The projected increases on which the budget report is based are set out in the budget guidelines (Bulletin, Jan. 20).

The guidelines assume that the cost of salaries, wages and benefits will increase at the projected rate of inflation, as measured by the consumer price index, and according to the cost of progress through the ranks (PTR) and the merit salary program. The guidelines assume a 3.5 percent inflation rate in 1986-87.

Salaries, wages and benefits account for about 80 percent of the University's total annual expenses.

If salary settlements result in increases greater than those projected in the budget guidelines the resulting deficit will not result in further cuts in 1986-87 but will be carried forward to 1987-88, Lang said. A \$955,000 deficit which arose as a result of the 1985-86 salary settlements is included in the current budget report, he added.

Apart from salary increases, the budget makes provision for increases in obligatory expenses (utilities, tuition waivers for employees, etc.) of \$2.7 million. There will also be about \$930,000 available for new initiatives, down from about \$3 million last year.

"We had to take an extremely careful, almost brutal, approach to any new spending. This budget contains lower amounts for new spending than our budgets have for several years," Lang told planning and resources.

Among the areas receiving funding for new initiatives are humanities computing (\$240,000), occupational health and safety (\$125,000), physical plant maintenance (\$86,000) and the institutional relations information system (\$80,000).

Income generated by divisional services will rise \$14.5 million next year, but most of this money is used to offset rising costs. Any surplus generated can be used to offset reductions within the division.

Allocation of the University's \$9.4 million share of the provincial Excellence Fund is outlined in the budget report. About \$2.7 million is destined for building alterations and

renovations and equipment purchases.

The budget also provides \$621,000 from the Excellence Fund for library acquisitions. There is, at present, no provision for further funds to cover a \$650,000 deficit incurred by the library this year.

At the April 14 meeting of planning and resources Professor John Galloway of the Department of Geography said he could not support the budget if the library acquisitions fund were not protected. He asked the provost to provide additional information regarding the acquisitions fund at the April 28 meeting of Governing Council.

Lang said the fund has been protected and that in the last five years the levels of funding for it have been consistently high. He said this year's deficit has arisen in part because previous surpluses have not been recaptured for use in subsequent years.

However, consideration will be given to providing some further one-time-only money or to extending the deficit reduction period over more than one year. The "double slip year" method of establishing the acquisitions budget, according to which the amount of money made available for book and serial purchases is based on the increase in prices two years previously, will also be reviewed.

Some of the \$6.3 million remaining in the Excellence Fund has already been committed. About \$2 million will be spent on automation of the library circulation system and about \$700,000 on the Cray supercomputer. Other allocations are under consideration.

Architecture

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Professor Ian Brown said the move for closure has come too soon. "There should have been more effort put into plans to rebuild. Architecture failed its students, and the University failed its students in permitting ideological intolerance to continue."

Foley's statement says she does not consider closure to be a solution to the University's financial problems, since the saving realized would be only about one percent of the operating budgets of the academic divisions. "It is the conjunction of those problems with other concerns about the programs which has brought me to formulate the recommendations," she said.

Her statement denies absolutely that there has been malice or bias in the administration's dealings with the faculty, but acknowledges that there may have been errors or misjudgements in her report and in her remarks to the first joint committee meeting Feb. 20, when she presented the report. She has since distributed corrections about faculty members' prizes and publications.

Her latest statement discusses four major concerns: quality, financial needs, the question of whether the faculty can make the necessary advances if it is given additional funding, and the cost to other programs in the University.

If there remains a sense that the University should not be looking for research activity in such a faculty, the objectives developed by the faculty should be revised, she said. She pointed to a review of the program in architecture by the Commonwealth Architects' Association in 1982 noting a lack of "dynamic" in the faculty, which it attributed to an unfavourable staff/student ratio and limited teaching experience and research.

"Although subsequent enrolment reductions have gone part of the way

(A further \$2 million from the faculty renewal portion of the Excellence Fund was announced by the province late last week. See story page 4.)

Further discussion at the Planning & Resources Committee dealt with a recent decision by the dean of the School of Graduate Studies to end SGS funding for the Centre for International Studies, despite an SGS council decision to continue the centre.

Professor S.M. Uzumeri of the Department of Civil Engineering said he thinks it is inappropriate for a dean to eliminate funding when the appropriate academic authority has voted for the continuation of the activity under review.

"It profoundly disturbs me," he said. "If the termination of a centre requires the approval of SGS council and if the council has not given that approval, an administrator should not terminate it by budgetary means."

Lang said the University assigns global amounts of money to each division and that the assignment of those funds is a divisional responsibility. He noted that some residual, non-SGS money is still available to the centre. Uzumeri questioned the extent of decanal discretion in making budget cuts and asked the provost to report to Governing Council on the issue.

The 1986-87 budget report includes a preliminary budget projection for 1987-88. This shows University income rising by about \$11 million, expenses by about \$21 million, \$17 million of which is allocated for a projected increase in salaries, wages and benefits.

Council meets next week to consider budget

A special meeting of Governing Council will be held April 28 at 4.30 p.m. to consider the 1986-87 budget report.

The regularly scheduled April 17 meeting of Council was cancelled for lack of business. The Executive Committee decided April 8 to delay Council's consideration of the budget to give Council members sufficient time to study both it and the reports of the Planning & Resources and Business Affairs Committees. Planning and resources and business affairs approved the budget report April 14 and 16 respectively.

James Ham heads industrial disease panel

Former U of T president James Ham has been appointed chairman of Ontario's new Industrial Disease Standards Panel.

The panel, which will advise the Workers' Compensation Board, will identify and investigate possible industrial diseases, as well as develop new guidelines for compensating workers who contract industrial diseases.

Currently a professor of science, technology and public policy, Ham is writing a book on American and Canadian safety standards.

towards addressing this problem, much remains to be done," says Foley's statement.

A statement by Steven Fong, chairman of the program in architecture, pledges the faculty to more scholarly research "given resources, encouragement and leadership by the University" and insists that "creative professional practice" by faculty members constitutes an equally important contribution.

His statement assures the provost that internal rifts in the faculty are a thing of the past. "We are committed to the preservation and continuing evolution of a healthy faculty."

UNIVERSITY OF TORONTO Bulletin

Editor: Norma Vale
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Material may be reprinted in whole or in part with appropriate credit to the Bulletin.
Published every two weeks by the Department of Communications.
Submissions for publication must be in the Bulletin office, 45 Wilketts St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.

Editorial enquiries: 978-6981
Display advertising space must be reserved two weeks before publication date.
Advertising enquiries: 978-4933
Member of the University Newspapers Group.

More spending per student needed in Ontario COU fact-finders and Sorbara agree

by Patrick Donohue

Ontario's Minister of Colleges and Universities Gregory Sorbara told the Council of Ontario Universities that he too worries about the drastic effects underfunding could have on the province's universities. "I continue to have the same concerns you do about nothing down a substantial step into a second class system," Sorbara said at a public meeting at Hart House April 15 organized by COU to present the results of its recent fact-finding tour of Ontario universities.

COU members told Sorbara the tour had heightened public awareness of the plight of Ontario's universities. President Brian Segal of Ryerson said

the public attitude to university underfunding had changed from "indifference" to "concern". President Alan Earp of Brock University, chairman of COU, said most people were surprised to learn that Ontario ranks ninth among the provinces in terms of spending per student on university education.

"I would prefer Ontario to be number one," Sorbara said. "I would be satisfied to see us move up in the column. Our target must be to be the average."

Figures presented at the meeting showed that provincial spending per client served in hospitals, schools and correctional institutes has risen

50 percent, 43 percent and 11 percent respectively since 1973-74 in Ontario. During the same period funding for universities has dropped 18 percent.

Sorbara hinted at "a few more initiatives our government is going to take" to redress the underfunding problem. But he said, "Frankly, we will never be able to provide the resources to match all the needs. This is a new dynamic which separates us from the 1960s when provincial

treasuries were awash with funds."

Some of the graphic results of underfunding described at the meeting included:

- five graduate students sharing a single lab bench at McMaster
- professors at Waterloo marking only two out of 10 questions in computer science exams because of a shortage of faculty

Continued on Page 4

New termination policy approved

An amendment to personnel policy allowing dismissal of administrative staff members for reasons of ill health and organizational change has been approved by the Business Affairs Committee over the objections of the University of Toronto Staff Association (UTSA). The new policy took effect upon approval April 16.

The change in policies governing termination of employment is the first step in a review by the Personnel & Labour Relations Department of all personnel policies with a view to correcting perceived deficiencies.

The termination policy was discussed with UTSA in the Liaison Committee, but agreement was not reached since the administration was not willing to delay implementation until the entire revision project is completed, nor would it undertake to guarantee a job offer to every employee who is released. The final draft was reviewed and approved by the Personnel Policy Board, which also received a brief detailing UTSA's objections to the policy. The brief expressed alarm at a policy "in which layoffs are legitimized as a means of dealing with organizational change no matter whether this change was brought about by budget shortfalls, technological change, reasoned management decision or managerial whim".

The new policy stipulates that to be valid a resignation must not be forced. It allows organizational change as a reason for termination of employment but stipulates that there must be advance warning of the impending change.

Within a defined unit, employees performing similar jobs are to be considered for release on the basis of seniority, though the ability of employees to adapt to jobs with new skill requirements may override consideration of seniority if new jobs are being created as old ones disappear. During the period between the advance warning and the giving of formal notice, staff members to be released would have priority in consideration for other jobs at U of T.

In cases where health is affecting the employee's ability to do the job and there is no limited term disability eligibility because the disability is not total, the University now has the right to terminate employment.

Committee members Michael Jackel, a member of the administrative staff, and Michael Uzumeri, a professor of engineering, expressed misgivings at the discretionary power given to personnel officers. Jackel also wondered

whether the personnel department would be able to handle the increased responsibilities.

"A well written manual will prevent problems from happening," said Bruce McDougall, assistant vice-president (personnel and central services).

"We'd be giving advice then, not solving problems that should never have happened in the first place."

President George Connell said that in all personnel policies there is a trade-off between the long-range interests of the institution as a whole and the short-range interests of units and individuals. Provost Joan Foley assured the committee that personnel officers would not be making decisions such as what constitutes a budgetary unit. Such decisions would be made by an academic administrator on the advice of the personnel officer.

UTFA-administration relations 'healthy', Finlayson tells members at annual meeting

by Judith Kneiman

The annual meeting of the University of Toronto Faculty Association (UTFA) April 14 saw a faculty member appeal for a realignment of power in the University so as to end the confrontational relationship between the administration and the association.

Professor Derek Paul of the Department of Physics said he has been disappointed in the performance of some senior administrators. Though presidents of the faculty association have been reasonable people, he said, they have been "forced into a we and they mould. . . to put up some kind of a confrontational front so as not to be knocked down." He appealed to the association to take his request for restructuring under its umbrella.

"It would require more than an umbrella — more in the nature of a circus tent," said UTFA's president, Professor Michael Finlayson. He assured Paul that the relationship is a healthy one.

"It is inevitable and perfectly proper for there to be an adversarial relationship on salary and benefits. That is the way in which two parties work out agreements." Finlayson said there are many areas of harmonious relationships. Not a single grievance this year has gone to the grievance review panel, for example. "There are many areas where cooperation is the order of the day, and many things the admin-

istration is unable to do without our cooperation."

To another member who asked the association to press for greater representation on Governing Council of the people affected by Council's decisions, Finlayson replied that the University of Toronto Act stipulates that the majority on Council be from outside the University and he felt that the government would be reluctant to alter the balance. However, he said, under the *Memorandum of Agreement*, UTFA is in a position to negotiate terms and conditions of employment.

Professor Fred Wilson, chairman of the association's university and external affairs committee, reported on a meeting earlier this month between representatives of UTFA and Premier David Peterson and Gregory Sorbara, minister of colleges and universities.

The discussion had been wide-ranging, he said, but had focused on three main issues: the need for special funding for the library, the need for competitive salaries, and the inappropriateness of government interference in university affairs. UTFA suggested that if the government wanted to influence goings-on at U of T it should pay closer attention to appointments to Governing Council.

The response to UTFA's pleas was sympathetic but not specific, Wilson said.

Asked by a member who decides how the money from the Excellence

Fund is to be spent, Wilson said the administration is very secretive about it. "We should have a great deal more openness," said Finlayson, "but whether we can function as an alternative administration I'm not sure."

An attempt by Professor John Swan of the Faculty of Law to change the association's stand on mandatory retirement failed for lack of a quorum. Those who will be deprived of teaching jobs because faculty members work past the age of 65, said Swan, are an undefined constituency, "but we don't know that their contribution may not, in fact, be greater than that of those who are now being asked to retire."

UTSA annual meeting

The annual meeting of the U of T Staff Association will be held at 3.30 p.m. in the George Ignatieff Theatre, Trinity College, on April 30. Registration begins at 3 p.m.

Principals, deans and directors have been asked to ensure that staff members on the St. George campus be allowed to leave work at 3 p.m. and those at Erindale, Scarborough and Downsview locations at 2.45 p.m. to provide sufficient time for travel and full participation in the meeting.



Visiting artist

Hong Kong artist and calligrapher Bonnie Ngan Siu Mui, in Toronto for an exhibition of her work at the Robarts Library, on display until May 2, gives a painting demonstration at the ROM. Ngan Siu Mui's paintings of birds, flowers, animals and landscapes often include lines of her own poetry, written in calligraphy, expanding on the theme of the work. While in Toronto, Ngan Siu Mui will be available to give public demonstrations and master classes upon request. More information is available from Julia Paris, public and community relations, 978-6564.

A learning experience for women's groups

by Judith Knelman

A meeting of representatives of various women's groups on campus at Hart House April 15 brought to the attention of those at the conference facets of services for women that had previously escaped their notice.

Lois Reimer, status of women officer for the University, who organized the women's groups conference day, learned that the Canadian Association for Women in Science visits high school students to counteract the prevailing opinion that theirs is a man's field. Reimer, who has been called on to do the same thing, intends to approach the U of T members to see if they can work together.

Pat Staton, coordinator of the Centre for Women's Studies in Education at the Ontario Institute for Studies in Education (OISE), expressed her group's fears of being swallowed whole by U of T. Professor Kay Armatage, chair of U of T's women's studies program, replied: "We'd love to have you but we understand. With the kind of budget cuts the colleges are facing, our courses are vulnerable."

The Research Associates' Network learned from Staton that OISE has a group of unionized research officers with much the same qualifications as theirs. For the time being, however, the network intends to keep lobbying the U of T faculty association to allow post-doctoral research associates into its ranks.

The Scarborough Campus Women's Studies Group learned that the Women's Centre will help them find office space.

The Students' Administrative Council learned that none of the women present was pleased that it had eliminated its commissioner for women's affairs.

"I'm learning things I didn't know," said Reimer, pleased that the conference had drawn together people with overlapping interests who may be able to pool their resources. "For starters, we have to get to know each other. We may decide to set up some kind of steering committee on a regular basis."

For the record, the women's groups on campus are: Ad Hoc Committee on

the Status of Women, U of T; Ad Hoc Committee on the Status of Women, Scarborough Campus; Anthropology Feminist Caucus; Canadian Association for Women in Science (U of T); Faculty of Law — Women and the Law; Faculty of Medicine — Support Group for Women; Otherwise, a collective of feminist students; Research Associates' Network; Scarborough Campus Women's Studies Group; University of Toronto Staff Association Status of Women Committee; University of Toronto Women's Network; Graduate Students' Union Women's Caucus; Women's Centre at the University of Toronto; Women's Studies Program; Women's Studies Student Union; and the OISE Centre for Women's Studies.

U of T prof wins award from Kuwait foundation

Professor Ahmed Yusif Hassan of the Department of Middle East & Islamic Studies has been awarded one of two medals presented annually by the Kuwait Foundation for the Advancement of the Sciences. The prize is in recognition of his original research in the history of medieval Islamic technology and carries with it an award of approximately \$40,000. The award will be presented in Kuwait April 28.

Before his appointment to the Department of Middle East & Islamic Studies in 1984, Professor Hassan, who was educated in Palestine, Egypt and the United Kingdom, was on the faculty of the University of Aleppo, Syria, where he served variously as chairman of the Department of Mechanical Engineering, dean of the Faculty of Engineering, and president/rector of the university. He was the founding director of that university's Institute for the History of Arabic Science, and currently is vice-chairman of the Canadian-incorporated International Foundation of Science & Technology in Arabic & Islamic Civilization. Between 1967 and 1970, he was Syria's Minister of Petroleum, Electricity & Mineral Resources.

Renewal funds may be used to hire and retire faculty

The Ministry of Colleges & Universities has announced that U of T will be eligible for \$1,988,000 of the \$10 million set aside in the Excellence Fund for faculty renewal.

The money is to be used to hire new, younger faculty members, particularly women, and to alter the existing faculty complement through buy-out arrangements or early retirements, provided these arrangements result in new appointments. Universities will be encouraged to transfer part-time or limited-term appointments to full-time tenure-track appointments. There is also provision for institutions that already have a desirable age distribution to spend renewal funds on professional development or upgrading.

In order to get the renewal funds, an institution will have to satisfy the ministry that its plans meet the criteria for faculty renewal with

respect to expenditures on new hirings, buy-outs, early retirements and faculty development. The institution will then have to report at the end of the fiscal year on the expenditures made from the fund and account for any deviations from the plan.

The Ontario Council on University Affairs (OCUA), which was asked in October by Gregory Sorbara, minister of colleges and universities, to work out a plan for allocation of money for faculty renewal, recommended that the government commit such funds for a five-year period. Sorbara said a month ago that he was delaying his response to OCUA's advice on the faculty renewal fund while he considered whether it could be extended beyond one year. Tomorrow's speech from the throne may contain his answer.

COU funding

Continued from Page 3

- students suing the University of Windsor for not providing hot water
- environmental biologists at Guelph sharing research space in a barn with diseased sheep
- classrooms crowded well beyond fire regulations
- students studying on floors and in stairwells of over-crowded libraries

Alan Earp said that in key areas in Ontario universities, "a brain drain is imminent." Pointing out that Ontario is losing faculty not to Harvard or Yale but to Tennessee and Colorado, Earp asked, "Can Ontario compete with Appalachia?"

Sorbara agreed that faculty renewal is one of the most important aspects of the crisis. He said buildings, libraries and such "paraphernalia" exist only "to enhance the magic process between teacher and student, the magic link which is learning."

Several COU members called for an educational policy that recognizes the need to compete economically with other nations. Sorbara responded that a national policy for post-secondary education is called for.

But he said economic goals shouldn't obscure the true purpose of education. "I would not want us to lose our great tradition of basic education," he said. He described such education as "simply a good in itself" and its goal as "the enhancement of the individual."

Sorbara said that even though research creates the need for more research, "like a tree shedding seeds all over," the provincial government would remain committed to the process. "We have to go down that avenue notwithstanding the explosion of costs we're going to be facing."

While recent *Toronto Star* editorials criticized Ontario universities for duplication and redundancy, Sorbara said he believes "vibrant competition" among universities is important. He said he did not think the province would be served by one enormous law school, for example.

Brian Segal said that when people think their children are not getting quality education from the public system, the possibility of private or corporate universities arises. As a hypothetical example, he said Northern Telecom might open an institute of technology with tuition fees of \$10,000 per year. "Would there be a line up of students?" asked Segal. "Yes, there would."

He said that the government should therefore permit public universities to raise tuition fees and that the public would accept such a rise.

An increase in tuition fees "is not something I have a closed mind about," Sorbara said. But he added that student assistance programs would have to guarantee university access to all qualified students if fees were raised.

President George Pedersen of Western insisted that Ontario's universities "can't bear to be underfunded at the rate it's been going on." Pedersen asked Sorbara, "Where do we go from here?"

"Look at new initiatives with the private sector," Sorbara said. He acknowledged that the private sector has already contributed to some institutions in a dramatic way but said more could be done. "Be creative, look for vibrant relationships with the private sector," he said.

Recommended dining

MASA

Enter through a Japanese rock garden which sets the scene for gracious, relaxed dining in the Oriental tradition, surrounded by wicker, bamboo, and Japanese prints. You can dine Japanese style at low tables or, if you prefer, North American style with normal tables and chairs—



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Research councils could be competing with universities under new federal program

The president of the Social Sciences & Humanities Research Council, William E. Taylor, expressed strong misgivings about the federal government's proposals for matching grants for research in universities at a meeting of the U of T Research Board April 2.

While the post-budget developments raise "more questions than answers" on how matching grants will work, Taylor said, it appears that money given by the private sector for research won't merit matching federal grants unless the money is given

directly to one of the federal research councils.

Taylor pointed out that this could mean that the SSHRC might find itself vying with universities for money from the private sector. "I dread the prospect that we would be in competition with our clientele and other councils," Taylor said.

Research Board members also criticized the government's apparent intent on the grounds that private sector donors much prefer to contribute directly to a university or a specific project in a university. Vice-

President (Research) David Nowlan said even if the councils could distribute money and evaluate research projects more efficiently than individual institutions, "we would still have to allow for a much diminished incentive for the private sector".

"If it's a bit more inefficient to donate money directly to a university, it can still be much better in the end for scholarship because there will be

much more money available," Nowlan said.

Taylor also discussed whether the definition of scientific research in the provisions for tax credits would include the humanities. If the definition excludes the social sciences and humanities, Taylor said, "then we will be severely penalized before we even put on our face masks."

Endowment fund, management advisory board, established for U of T Press

The Business Affairs and Planning & Resources Committees have approved the establishment of an endowment fund whose income would support the scholarly publishing program of U of T Press.

The University has transferred a \$350,000 bequest from the estate of William McGeary, a *Toronto Star* book editor, to the fund with the expectation that it will be increased by another \$300,000 in the future. The goal for the fund will be to raise \$3 million over a period of three years.

The committee was told the availability of seed money would assist the Press in obtaining matching funds from foundations and other sources. In addition, it would demonstrate to the community and to government agencies the commitment of the University to the scholarly publishing program.

A management advisory board for

the Press has been formed, with John Whitten, former chairman of Governing Council, acting as chairman. In addition to Harald Bohne, director of the Press, and Alec Pathy, vice-president (business affairs), the advisory board consists of Professors John Leyerle and John Robson, Elizabeth Pearce, vice-chairman of the Business Affairs Committee, Margaret McCabe, a member of the committee, David Lint, head of corporate development at Torstar, Arthur Child, president and chief executive officer of Burns Foods, and George Meadows, senior vice-president at Southam.

The board was formed to provide financial expertise and policy direction to the Press with a view to increasing both its efficiency and the confidence of the University community in its management.



Medicine open house

First-year med student Rick Hsu (centre) finds some willing victims at the Faculty of Medicine open house April 12 for a demonstration of how plaster casts are made. Showing off Hsu's handiwork are Joe Mendonca (left), a grade 10 student at West Toronto Collegiate, and Luis Rodriguez, who is in grade nine at Western Tech.

Chancellor

Continued from Page 1

the University and received a BA degree in 1946. Three years later he graduated from Osgoode Law School. In 1959 he became chairman of the board of the Algoma Central Railway and in 1961 a director of the Bank of Nova Scotia, positions he held until 1980, when he became lieutenant-governor.

Aird was appointed to the Senate in 1964 and served for 10 years. He was chairman of the Canadian section of the Canada-US Joint Board on Defence (1971-79) and of the Institute for Research on Public Policy (1974-1980).

Aird has honorary degrees from the University of Toronto, Wycliffe College, the University of Western Ontario, Wilfrid Laurier University, Lakehead University and the Royal Military College of Canada and is an honorary fellow of Trinity College and a member of Wycliffe College's board of trustees.

During his tenure as lieutenant-governor he established a reputation for political non-partisanship as well as for hard work on behalf of the disabled.

In an article in a recent issue of *Old Times*, a magazine published by Upper Canada College, Aird says that during the period of negotiations that resulted in the Liberal-NDP agreement and a new government in Ontario he was especially careful to act in a manner consistent with vice-regal respect for the independence of the legislature.

"I felt it was important to completely isolate myself so all of the leaders and the parties would have to play their own hands with absolutely no indication from me one way or the other as to what course I might or might not decide upon," he says.

Aird is married with four children — three daughters and a son.

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Groenke Malsen	3.50
(smoked mackerel served on a bed of lettuce, garnished with tomato wedges)	
Nieuwe Haring	3.25
(new herring with chopped onion)	
Pastige met Kippenvlees	3.75
(pastry shell filled with diced chicken and mushrooms in a creamy white wine sauce)	

SOUPS

Hollandse Erstewoep met Worst	2.25
(a dutch pea soup with smoked sausage)	
Groenwaaier met Ballen	2.25
(Old fashioned vegetable soup with small meat balls)	

C AD

Landse Haringvlees	2.75
(dutch herring salad)	

ENTREES

Hoevep	10.75
(tender pieces of hare braised in red wine, served with mixed peppercorn sauce, fresh cream, sautéed potatoes, curly kale and braised endive)	
Stamppot van Boerenkool of Zuurkool met Kasseler, spek en Roerborst	11.75
(smoked pork loin, bacon and smoked sausage, served with boiled curly kale and braised endive)	
Krokan Gebakken Schiel	11.75
(crusty baked plaice, served with parsley potatoes, boiled curly kale and braised endive)	

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Garnalen Kroket (shrimp croquette)	
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Hoevep	
Zuurkool met Kasseler, spek en Roerborst	
Kip met karnemelk	
Groenke halfvlees	
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Groenke halfvlees	11.95
(stuffed breast of veal with forced meat, moord and taragon, served with sautéed potatoes and vegetable of the day)	



COMMUNICATIONS BULLETIN PHYSICAL PLANT DEPARTMENT Telephone Communications

Centrex III is a new telephone system being installed in the University and is designed with the latest telecommunications technology.

As of April 26, 1986 there will be some important operational changes. These changes apply to the existing telephone sets.

- As soon as you hear the dial tone, begin dialing. If you delay, the equipment may time out and it will be necessary to hang up and dial again.
- When dialing to other exchanges, you may find a noticeable pause from the time you finish dialing until the called telephone rings. This is caused by the transition of

one type of switching equipment to another.

- You can transfer a call yourself. This feature is activated by depressing the switch-hook plunger for 1-2 seconds and dialing the number of the person to whom you wish to transfer the call. Announce the call and hang up. If the number is busy or the person doesn't answer, depress the switch-hook plunger twice to return to the original call.
- To call the switchboard if you have a call on the line, momentarily depress the switch-hook plunger and dial "0". Announce the call and hang up.

For clarification or further information,
please call 978-4000

Books

Books by
University of Toronto
Staff

April

Improving Principal Effectiveness: The Principal Profile, by Kenneth A. Leithwood* and Deborah J. Montgomery (OISE Press; 293 pages; \$19.50; paper). An aid to both elementary and secondary practitioners, and those responsible for selecting principals or providing principal in-service training.

Geography, Resources, and Environment, volumes one and two, edited by Robert W. Kates and Ian Burton* (University of Chicago Press; volume one: 471 pages; \$65 cloth, \$25 paper; volume two: 376 pages; \$45 cloth, \$18.95 paper). Volume one is a collection of the writings of Gilbert F. White, the preeminent geographer of natural resources, hazards, and the human environment. Volume two presents original essays by leading scholars on recent advances and future problems in fields such as water supply, environmental hazards and natural resource management.

Croatia in the University of Toronto Library, compiled by Anica Miter (HISAK-CSAC; 422 pages; \$27 cloth; \$17 paper). This catalogue of 3,433 titles represents the Croatian holdings at U of T.

Catching up January

Women and Politics in Western Europe, by Sylvia Bashevkin (Frank Cass Publishers; 115 pages; \$29.50 US). An examination of the attitudinal and participatory consequences of the changing status of women and the impact of feminism, the book is illustrated by both conceptual and empirical analyses of Western European women's political involvement.

Screening for Cancer, by Anthony B. Miller (Academic Press; 480 pages; \$103.75). A volume focusing largely on screening for cancer in western nations, it is of value to those involved in the planning, management and conduct of screening programs; to those in voluntary agencies who need to know about the background for possible public education activities; and to those in government who may be considering continuing the support of existing screening programs or beginning new ones.

U of T staff are indicated by an asterisk when multiple authorship or editorship includes non-U of T staff.

Personnel News

Rate Increase-Blue Cross Semi-Private Hospital Plan
Ontario Blue Cross has advised that the premium rates under the Semi-Private Hospital Plan will be increased as of May 1, 1986.

These new rates will be reflected in your April pay, as premiums are prepaid one month in advance. The new monthly premium rates for full-time staff members are listed in the table below.

The subsidy for part-time staff members with appointments of 25 percent or more will continue to be pro-rated to the percentage of appointment. If there are questions concerning the above, please contact the Benefits Administration Section of the Personnel & Labour Relations Department (978-2015).

Coverage	University	Staff Member	Total
Family	\$3.19	\$1.06	\$4.25
Single	\$1.60	\$.54	\$2.14

Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Personnel Department.
(1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Charakhanian; (4) Christine Marchese; (5) Maureen Brown; (6) Mirella Taiariol; (7) Lisa Rafits.

Applications Programmer Analyst III
(\$29,380 - 34,570 - 39,760)
Information System Services (3)

Applications Programmer Analyst IV
(\$36,220 - 42,610 - 49,000)
Information System Services (3)

Applications Programmer Analyst V
(\$38,270 - 45,620 - 51,770)
Information System Services (3)

Laboratory Technician I
(\$15,930 - 18,740 - 21,550)
Scarborough, Term (9)

Laboratory Technician II
(\$19,450 - 22,880 - 26,310)
Banting & Best Medical Research (3), Pathology (1)

Purchasing Officer III
(\$29,380 - 34,570 - 39,760)
Purchasing (3)

Secretary IV
(\$21,480 - 25,270 - 29,060)
Pathology (1), Assistant Vice-President (Planning) & University Registrar (1)

Settlement house anniversary celebrations

Three upcoming events all celebrate the 75th anniversary of the University Settlement House, founded in 1910 by University of Toronto president Sir Robert Falconer to help immigrants living in the centre of the city.

The University Settlement Music School is presenting a recital at 8 p.m. at the Innis Town Hall April 26. Everyone is welcome.

David Crombie, minister of Indian Affairs and Northern Development, will be the guest speaker at a dinner at Hart House May 1. The cost per person is \$27.50. For more information, telephone 598-3444.

On May 7, the Women's Auxiliary of the University Settlement will hold its annual spring tea and fashion show from 1 to 4.15 p.m. at the home of President and Mrs. George Connell, 93 Highland Ave. (Shows are scheduled for 1.30 and 3 p.m.) Tax receipts

will be issued for any donation over \$10 for this fundraising event. Proceeds help the work of the auxiliary.

Dinner and symposium to honour Baum

A dinner and a symposium will be held in May to honour theologian Gregory Baum upon his leaving the University.

Tickets for the dinner, to be held at the Ukrainian Cultural Centre May 6, are \$20 each (\$15 for low income persons). Requests for tickets along with a cheque should be sent to the Ecumenical Forum, 11 Madison Ave., Toronto M5R 2S2.

A symposium and reception will be held May 1 at St. Michael's College. See Events listing for details.

University of Toronto 1986-87 Budget Report

1. INTRODUCTION

The Budget Guidelines projected a \$7.2 million shortfall in base budget funding for 1986-87 and, assuming that the 1986-87 budget would be balanced, a \$9.5 million shortfall for 1987-88. As the University's financial forecast for 1985-86 became more definite, and as more information about the assumptions on which the Guidelines were based became available, the realism of both figures became fully apparent. Indeed, the figures now seem, unfortunately, somewhat optimistic: the shortfalls will probably be greater than originally indicated. For 1986-87, \$7.5 million, instead of \$7.2 million, represents the gap between income and expense which the recommended budget must close.

Some additional information has been favourable. The terms of reference of the Ministry of Colleges and Universities' Excellence Fund, which were partially announced in March, appear to permit spending that would to some extent allow a university to avoid costs that it might otherwise have had to incur at the expense of other programs and services. The Budget Guidelines had set aside \$2.9 million in Excellence Fund spending to avoid such costs. Whether or not the Excellence Fund will be renewed for 1987-88 is problematic at best. The budget recommended for the University in 1986-87 attempts to avoid costs in such a way that the benefit of the Excellence Fund may be extended to 1987-88 to some degree.

Although the budgetary problem for 1986-87 turned out to be more severe than originally indicated, the recommended budget conforms to the Budget Guidelines in virtually all respects. What has not changed, unfortunately, is the deterioration that the University's programs and services must again suffer as funding falls far short of legitimate needs. None of those needs assumes expansion of the University in terms of either scope or scale. They are the necessities of institutional life, assuming no more than proper support for the University in terms of its current role and capacity. Underfunding has placed the fundamental quality of the University at risk. The recommended budget represents a plan for minimizing that risk as much as possible, and for balancing its impact with care and good judgement. There is, however, no budgetary alchemy by which the shortfalls can somehow be made smaller, or by which the harm that underfunding inexorably does to programs and services can be avoided. After a decade of underfunding, every budget cut hurts. The obvious remedies were taken long ago: peripheral activities have been curtailed, organization has been improved, economies of scale captured, and measures of productivity increased. In the brutal world of underfunding, the courses of action left open to the University in its efforts to balance income and expense often amount to little more than damage control.

What the University must do is utilize the resources available to it in ways that will minimize damage and, where it cannot be avoided, distribute its impact selectively. The budget that is recommended for 1986-87, in accordance with the Budget Guidelines, aims to accomplish that objective. Academic programs have been protected as much as possible, often at the expense of administrative services. Discretionary spending for new initiatives has been sharply curtailed. Enrolment targets will be set to realize previously planned – as opposed to actual – levels of enrolment. The University Excellence Fund will be used to avoid about \$2.9 million in costs that otherwise would be incurred.

Since salary discussions with the University of Toronto Faculty Association and the University of Toronto Staff Association were still underway when the Budget Report was prepared, no provisions for increase in salaries, wages and benefits have been included, other than those specified in the Budget Guidelines.

The University's decision to acquire and operate a supercomputer under the terms approved by the Governing Council in March will cause the budget for 1986-87 to be in a deficit position amounting to about \$771,000. That is the only respect in which the recommended budget is not balanced. The business plan for the operation of the supercomputer facility anticipates that the facility will break even in its third year and

that its accumulated deficit will be eliminated within five years. (Although coincidentally similar, this \$771,000 is not the \$700,000 shown as a contribution from the University Excellence Fund towards the cost of installing the supercomputer.)

A final introductory note is about the form of the Budget Report. Although begun comparatively late, the budget process for 1986-87 was organized as a step in a cycle of budget planning that would flow smoothly from one year to the next, thus allowing for more multi-year planning and budgeting. A budget process that is confined to a single year often is inflexible and in some respects costly as courses of action that may be advantageous but would take more than a year to implement fully are avoided. The Budget Report for 1986-87 begins with the Budget Guidelines for 1986-87 and ends with a preliminary assessment of 1987-88. The Report includes a number of recommendations that, if acted on, would have little impact in 1986-87, but could have a considerable impact in subsequent years.

2. BUDGET GUIDELINES

The Budget Guidelines for 1986-87 (which were published in the Bulletin on January 20, 1986) were submitted to the Governing Council through the Planning and Resources Committee to indicate and secure approval of the framework in which the budget would be developed. The Guidelines set the parameters of budget development. Of central importance in the guidelines is a model or, in some respects, a series of models, which determined the overall adjustments that had to be made in the University's base operating budget for the forthcoming year and, to the greatest extent possible, for subsequent years. The Guidelines also set special budgetary priorities, indicated the advisability of a balanced budget, and set a general budget strategy, including a level of discretionary spending to support new initiatives.

The Recommended Budget is presented in a format that parallels the organization of the Budget Guidelines, thus allowing comparisons of the Guidelines' projections and strategies and those on which the Budget Report is founded. There are some differences between the Guidelines and the Report, but the Report does fulfill the strategy of the Guidelines and takes into account the changes that have occurred in the budget model and projections.

3. RECOMMENDED BUDGET

a. Income and Expense Projections

The Budget Guidelines projected an annual operating shortfall or potential deficit of \$6.2 million in 1986-87. To that amount was added an unbudgeted shortfall of \$955,213 from 1985-86, thus producing an overall projected shortfall of about \$7.2 million. That figure rose to \$7.9 million in the course of developing the recommended budget. There were a number of reasons for the change, the more salient of which were these:

- Increases in formula grant income at about \$9.9 million will be about \$450,000 less than originally indicated. The Minister, on the recommendation of the Ontario Council on University Affairs, decided to freeze the current distributive formula at its current composition of two-thirds "old formula" and one-third "new formula". The Guidelines had assumed that the transition from the old formula to the new formula would continue, which would have been to the University's advantage by about \$700,000. A favourable change was that the University of Toronto's share of total system enrolment increased.

- Income from tuition fees will be slightly below the planned budgetary level, mainly because actual levels of enrolment were below planned levels of enrolment in 1985-86. Most of that discrepancy will be made up in 1986-87 as enrolments return to planned levels, as the tuition fee refund schedule is modified, and as enrolment backdating is more carefully controlled.
- The pool of funds from which the visa fee supplement is drawn annually is difficult to project because it depends not only on an overall level of enrolment, but also on the particular mix of that enrolment. The current assumption is that the visa fee supplement pool will amount to about \$35 million, in which case the University will

receive about \$100,000 more in supplement funding than originally indicated.

- the original estimate of "other income" was too high in some respects and too low in others, producing a net decline of about \$690,000. Interest rates have remained somewhat higher than anticipated. Also the pattern by which the Ministry will pay out the University's entitlement for Excellence Fund support will make more funds available for short term investment. These two factors combine to add about \$315,000 to the estimates of other income. Against this is set a major downward adjustment in income from differential tuition fees than were actually being produced. This was due mainly to an error in the method and assumptions of calculating the income rather than to shortfall in enrolment. The recommended budget corrects the previous model so that the problem should not recur. In correcting for this shortfall, however, it became apparent that the University's annual tuition fee for graduate programs, which was originally introduced on the assumption that it would produce the same level of income as a term tuition fee, no longer produces the equivalent income. This does not affect the estimates of income for 1986-87, but does indicate a need to re-examine the annual fee and possibly make adjustments that would affect the 1987-88 budget.

In summary, the Budget Guidelines were based on an estimate of about \$10.5 million in new income. The Budget Report's recommended budget places this estimate at about \$9.8 million. Although two further announcements about operating grant support for 1986-87 must still be confirmed by the Minister, they involve comparatively small amounts.

The original projections of expense have not been revised. This is due mainly to the already noted fact that discussions are still going on with the University of Toronto Faculty Association and the University of Toronto Staff Association. The Budget Guidelines emphasized that the assumption that was made about the costs of salaries, wages and benefits was made for the purpose of making a projection of those costs. It represented neither a University policy nor an objective of budget strategy.

Non-salary expenses are still projected to increase at 3.5 per cent, which is estimated to be the rate of inflation as of the end of 1986.

B. Budget Strategy

A Balanced Budget: The Budget Guidelines called for a balanced budget because of the size of the accumulated deficit and the prospect of future shortfalls of income over expense. Those conditions have not changed. If anything, they have become more certain. With the exception of the net cost of acquiring and operating the supercomputer in 1986-87, the budget that is recommended for 1986-87 is balanced. In light of the several unfavourable changes in income which occurred after the issuance of the Budget Guidelines, the budget's balance has not in all respects been struck by means which were outlined in the Guidelines. All of the means that were outlined, however, have been employed.

The net impact on the Operating Budget of operating the supercomputer in 1986-87 will be \$771,000. This is in accordance with the terms of the business plan which was approved by the Governing Council in March, 1986 as part of the proposal to acquire the

supercomputer. Any favourable or unfavourable variances which occur in 1986-87 in the operating budget of the supercomputer facility will be assigned to the facility, not to the University's operating budget at large.

New Income: The recommended budget assumes that income will increase by about \$9.8 million (2.9 per cent) in 1986-87. Although that amount is smaller than the amount projected in the Budget Guidelines, it depends on several initiatives which were not developed in detail in the Guidelines. The initiatives are necessary to counteract conditions that otherwise would result in a larger decrease in income. For example, since a new operating grant formula is supposed to be introduced next year, there is no reason for the University to expect any further transition from the "old formula" to the "new formula". For a further example, tuition fees, which have already been approved for 1986-87 by the Governing Council, are in most cases at the maximum possible levels allowed by the Ministry.

But there are some steps that can be taken to ensure that income in 1986-87 will reach the levels on which the recommended budget depends:

- The University will receive at least \$9.4 million in 1986-87 from the University Excellence Fund. (The figure probably will reach about \$11.4 million when the faculty renewal component of the Fund is announced.) These funds will be paid out as the operating grant is paid out, that is, in 26 equal instalments. By carefully managing the University's expenditure of these funds, it will be possible to gain about \$80,000 in interest income.

- Although it is not a frequent practice, it is the case that withdrawals from courses are sometimes recorded as having occurred earlier than they actually did. This is known as "backdating". It can either affect tuition fee income or grant income, or sometimes both. It sometimes is justified. Sometimes it is not. Information Systems Service will introduce a program in 1986-87 to monitor and control backdating. The program will cost \$5,000 to \$10,000 as an initial investment, which may save as much as \$70,000 annually.

- The present tuition refund schedule is complicated and varies by faculty, course start dates and according to whether fees are assessed by course or by program. Four separate schedules are used for calculating tuition fee refunds. The University's tuition refund schedule will be comprehensively reviewed by the Office of the Comptroller. Comparisons with other universities and analyses of costs that are incurred whether or not a student subsequently withdraws suggest that a review of the schedule is in order and could save about \$250,000 (which is about one-half of one per cent of revenue from fees). In 1986-87, with the exception of the designated "shopping period", the amounts of refunds will be reduced generally. In 1987-88, further and more comprehensive revisions may be introduced.

- Enrolment targets for 1986-87 will be set at the levels planned (but not achieved) for 1985-86. This will require an increase of about 715 FTE students. This figure takes into account both the intake of new students, the continuation of current students, and the rates of graduation. An increase beyond this level would be neither practical nor desirable since, on the one

hand, marginal costs may affect or exceed marginal revenue and, on the other hand, the quality of entering classes could decline to levels not normally associated with the University of Toronto.

- The annual tuition fee for graduate studies will be replaced by a term tuition fee if it appears (as it now does) that the annual fee no longer produces income equivalent to what a term fee would produce. When the annual fee was introduced, there was an expectation that it would have a neutral effect on income. The effect now seems to be financially disadvantageous and, to some students, unfair. The Ministry, in calculating the University's operating grant, automatically assumes that the University charges and collects a term fee for graduate programs. Introduction of a term fee would have no major financial impact on either the University or students until 1987-88 because the 1986 summer session is already included in the annual fee for 1985-86. Income would potentially increase in 1987-88 as would some demand for fellowship funds.

Internal Reallocation: The University's budget for 1985-86 contains about \$1.22 million in "one time only" expenditures which are reversible, and were announced as such in last year's Budget Report. Because they are reversible, they are a source of funds that can be applied against the projected shortfall. The amount to be reversed finally in the recommended budget is slightly higher - at \$1.23 million - than originally indicated.

The level of "one time only" expenses in 1986-87 will be much lower than usual. There are two reasons why. One is that discretionary spending in general has been sharply reduced for 1986-87. "One time only" expenses in the past have been typically for discretionary additions to the budget. The other is that the Ministry's Excellence Fund can be used for the type of expense that in the past the University's "one time only" budgets have covered. That should not be surprising since the Excellence Fund itself is "one time only".

University Excellence Fund: The Ministry of Colleges and Universities has announced that the University of Toronto will receive about \$9.4 million from the University Excellence Fund: about \$5.1 million for instructional equipment, library equipment and library acquisitions, and about \$4.3 million for research equipment, facilities and technical support. The faculty renewal component of the Fund has not been announced yet, but probably will produce about \$2 million more for the University. The faculty renewal component of the Fund probably will be renewed for 1987-88, but the Fund otherwise is restricted to 1986-87.

The Fund is intended to supplement - not supplant - the operating grant. Thus, as the Budget Guidelines noted, the application of the University Excellence Fund to the operating budget is sharply limited. The objective of the Guidelines in regard to the Fund was that it might be used to produce a \$2.9 million sparing effect on the operating budget for 1986-87 by avoiding costs that would have had to have been met by additions to the base budget, or by supporting expenditures that would produce future savings. The terms of reference of the Fund, which were announced in March, appear to permit both possibilities.

Several different schedules for using the Excellence Fund to produce \$2.9 million in budgetary relief through

cost avoidance were devised. Variations depended mainly on whether the relief would be confined to 1986-87 or extended - either wholly or partially - to subsequent years. In most cases, the latter course of action would have required that more than \$2.9 million be spent in 1986-87 even though the relief attributed to that year would remain at \$2.9 million. In light of the potential deficit projected for 1987-88 and the uncertain future of the Excellence Fund itself, gaining some relief beyond 1986-87 is an objective worthy of pursuit.

The preferred schedule for assigning \$2.9 million of the Excellence Fund to the 1986-87 operating budget is as follows:

	Expenditure from Fund	1985-87 Budget Relief	1987-88 Budget Relief
Library acquisitions	\$ 621,000	621,000	0
Alterations and renovations (CAF)	600,000	181,000	181,000
Divisional equipment funds	707,000	707,000	707,000
Computing equipment (IBM Special bid academic portion)	626,000	626,000	0
Special Equipment Fund	766,000	766,000	512,000
	\$3,320,000	2,900,000	\$1,400,000

This schedule would produce the \$2.9 million called for by the Budget Guidelines, and would carry about \$1.4 million of it forward to 1987-88. Since library acquisitions would again have to be protected, and further instalments paid for new computing equipment, expenses for them could not be avoided in 1987-88 as they would be in 1986-87. Thus although all of the \$2.9 million will be applied against costs that otherwise would have to be provided in the base budget, about \$1.5 million will have to be replaced by operating budget support in 1987-88.

The schedule is tentative. Other alternatives may arise, just as some of the projected costs and savings may

change. What is critical from the standpoint of the Budget Report is that budgetary relief and cost avoidance amounting to \$2.9 million are realistically possible. What is equally critical is that the costs which are avoided by this use of the Excellence Fund will either be removed from or not added to the base budget. They will not be automatically restored or continued in the 1987-88 budget, except where required by policy.

Allocations of the Excellence Fund beyond those scheduled to avoid costs and provide other budgetary relief are under active consideration. They will, however, include support for automation of the central library circulation system at an estimated cost of \$2.1 million.

Additional Base Budget Reductions: The Budget Guidelines organized the University's base budget into six budget envelopes:

Envelope	\$ base budget*	% of total base budget	\$ reduction	% reduction
i. President	1.9million	0.7	28,117	1.48
ii. Vice-President & Provost	245.8million	82.0	2,449,282	1.0
This envelope includes all academic divisions, the library, and student services as well as the Office of the Provost.				
iii. Vice-President Business Affairs	36.2million	12.2	517,823	1.43
iv. Vice-President Research	5.6million	1.9	80,072	1.43
This envelope includes UTCs.				
v. Vice-President Institutional Relations	2.5million	0.9	0	0
vi. Assistant Vice-President (Planning) & University Registrar	4.8million	1.6	75,206	1.6
This envelope includes the registrarial services (Admissions, Awards, ISS and Media Centre).				

*Excluding protected and obligatory expenses.

The reduction that was assigned to each envelope was a composite of three separate reductions: one each for academic salary expense, administrative salary expense, and non-salary expense. One objective was to treat generic categories of expense approximately the same across budget envelopes. Of course, not every category of expense was present in each envelope. Another objective was to provide some protection for academic programs. The result of this approach is evident in the range of reductions that were assigned to the envelopes. The reductions that were assigned to the predominantly administrative envelopes are considerably higher than the reduction that was assigned to the Provost's envelope. The budgets of the Vice-President, Institutional Relations have been protected as called for by the Budget Guidelines.

The assignment of these reductions pertained only at the level of the six envelopes. Within each envelope, at the discretion of the senior administrator responsible for it, reductions were allocated differentially. In some cases, no reductions were assigned, while in others the reductions were considerably higher than the average. In a few cases, reallocation produced not only no reduction, but an increase as well. The details of these assignments of reductions are shown in the schedule for each Budget Group in Part 4 of the Budget Report.

The allocation of reductions to individual divisions was guided by the "Basic Policies and Principles for Strategic Planning, Education and Budgeting" and, of course, by the Budget Guidelines for 1986-87.

In practical terms, chronic underfunding has not only made reductions necessary but has determined the way in which the reductions are allocated. There was a time when universities could effectively budget incrementally, that is, by making comparatively small adjustments either upward or downward "across the board". For a time this approach worked, as budgets were compressed generally, usually without a systematic regard for future consequences or priorities. But it is an approach that becomes less and less effective as it is repeated. As underfunding has continued, it has forced a transition away from incremental compression budgeting to a selective approach which demands a highly differential allocation of reductions so that some programs and services can be protected or possibly enhanced at the expense of other programs and services. When this happens the implication is definitely not that some programs and services can afford to make greater reductions than others. After a decade of reductions, no program or service can afford a reduction. Instead, the implication is that difficult choices must be made, none of which is painless and none of which will not in some way

undermine the quality of the University. There may be better and worse ways of allocating budget reductions, but in the end the better way is no more than the lesser of two evils.

Obligatory and Protected Expenses: There are within the University's operating budget several categories of expense which are obligatory, either because they are practically unavoidable (for example, the cost of utilities) or because they are required by formal agreement (for example, tuition waivers for dependents of University staff). Obligatory expenses are formally identified in the Background to the Budget Guidelines: General Budget Policies and Procedures (December, 1983).

The designation of an expense as obligatory does not imply that means should not be sought continually to achieve greater efficiency, to reduce or eliminate the need for some of the expenses, and to review the policies on which they are based. Several obligatory expenses are "zero based" annually. Table 3 and Figure 3 show the recommendations for obligatory expenses for 1986-87. The overall increase is about \$200,000 less than the estimate that was made in the Budget Guidelines.

The overall increase in obligatory expenses is comparatively low. Every item was examined with great care to ensure on the one hand that each obligation would be met and on the other hand to keep costs as low as possible. Some particular steps that will be taken to control or reduce costs are as follows:

- The University's maternity leave policy charges the cost of the first two weeks of a maternity leave to the division in which the employee holds appointment. The balance of the leave is funded centrally, thereby releasing funds for the cost of a replacement appointment. But not all divisions make replacement appointments. Some make replacement appointments, but at a lower level or for less than the full period of the leave. Beginning in 1986-87, the first four weeks of a maternity leave will be charged to the division. The cost of one of the additional weeks will be removed as a budget reduction in the central expense for maternity leaves. The cost of the other additional week will be held as a contingency for those divisions which cannot afford to fund four weeks of leave.
- The size of the fiscal termination fund has been determined in terms of specific plans for making divisional reductions, instead of in general incremental terms.
- The estimated cost of utilities has been adjusted to reflect the most recent changes in the prices of oil and gas.
- Tuition waivers for University staff who take courses within the University, mainly in continuing

studies, will be more closely controlled, mainly by requiring that the waiver be provided after a course has been successfully completed.

Other categories of expense are protected as a matter of policy against the effects of inflation, currency fluctuation and, in the case of student assistance, volume as measured by enrolment. In general, the objective of protection is to maintain the real value of certain expenses. There are four categories of protected expense: the library acquisitions fund, automated library services, graduate fellowships and bursaries, and undergraduate scholarships and bursaries. Table 3 and Figure 3 also show the recommendation for protected expenses in 1986-87.

Two notes should be made about the recommendation for protected expenses:

- The apparent reduction in the budget for undergraduate scholarships and bursaries is temporary. For 1986-87 only, the University will be able to rely on a previously disused restricted fund. When that fund is exhausted, an equivalent amount will have to be restored to the base budget for 1987-88.
- the increases recommended for library acquisitions fully comply with the policy of protection. They do not, however, take into account overspending that occurred in 1985-86.

Discretionary Budget Increases: Reserve for Contingencies and Reallocation: Over the last four years (1982-83 to 1985-86) the University has spent an average of about \$5 million annually for discretionary budget increases. These have been increases which, no matter how meritorious, could have been avoided. They have been either for entirely new activities or for the expansion and enhancement of existing activities.

The rate of discretionary spending has been decreasing. Last year it amounted to about \$3 million. The Budget Guidelines set aside about \$1.5 million for new or expanded programs and services, and for the adjustment of any target reductions which proved unmanageable.

In order to keep reductions as low as possible and to avoid further reductions that the decrease in the estimate of new income would have made necessary, the reserve for reallocation has been reduced to about \$930,000, which will fund the new initiatives and enhancements shown in Table 4 and Figure 4.

Proposals for discretionary spending were numerous, totalling about \$3.5 million. Several proposals involved improvements in various aspects of computing, expansion of computing networks, and introduction of new information systems. In the end, about \$380,000 of the annual discretionary increase will be invested in computing, mostly academic computing, but further investments in computing would have forced levels of budget reduction which could not be borne by academic and administrative divisions.

TABLE 1:
RECOMMENDED 1986-87 BUDGET

	Recommended 1986-87 Budget	Projected Changes from 1985-86 Increase (Decrease)
INCOME:	\$	\$
General University Income:		
Government formula grant	276,240,645	9,776,821
Student fees (B.I.U. related)	53,751,589	(7,592)
Total formula income	329,992,234	9,769,229
Other general University income	11,520,000	(9,000)
	341,512,234	9,760,229
Divisional income	47,227,749	14,554,316
	388,739,983	24,314,545
Municipal taxes	1,648,150	(39,400)
Assisted research	121,000,000	8,646,009
TOTAL	511,388,133	32,921,154
EXPENSE:		
Total expenses of current operating fund	376,438,052	11,057,401
Salary, wage and benefit increase provision	13,072,931	13,072,931
Municipal taxes	1,648,150	(39,400)
Assisted research	121,000,000	8,646,009
TOTAL	512,159,133	32,736,941
Budget Net Income (Expense)	(771,000)	184,213

TABLE 2:
SOURCES AND APPLICATION OF FUNDS (millions of dollars)

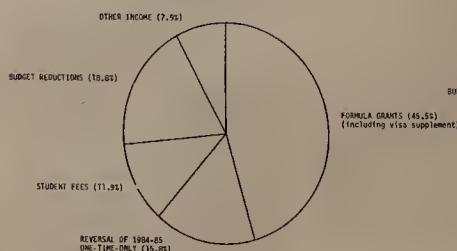
SOURCES OF FUNDS OVER 1985-86 BUDGET

A. New Income	\$
1. Increases in formula grants and student fees	
a) Increase in University of Toronto net formula grants	10.8
b) Decrease in distribution of visa fee supplement	(1.0)
c) Increase in student fees	-0-
Sub-total	9.8
B. Funds made available by internal reallocation	
3. Reduction in budget due to reversal of "one time only" additions to the 1985-86 budget	1.2
4. Additional reductions - base budget	5.2
- one-time-only	1.5
Subtotal funds from internal reallocation	7.9
TOTAL ALLOCATABLE FUNDS FROM ALL SOURCES	17.7

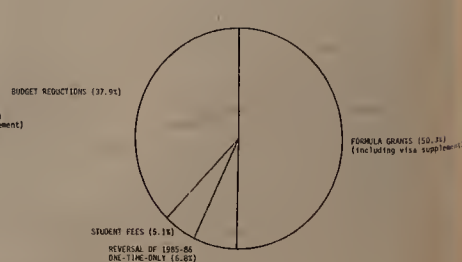
APPLICATION OF FUNDS OVER 1985-86 BUDGET

1. Increase in salaries, wages and benefits	13.1
2. Obligatory increases	2.7
3. Discretionary increases	0.9
4. Net expense of supercomputer facility	0.8
TOTAL APPLICATION OF FUNDS	17.5
ANNUAL CHANGE IN BUDGET NET INCOME (EXPENSE)	0.2

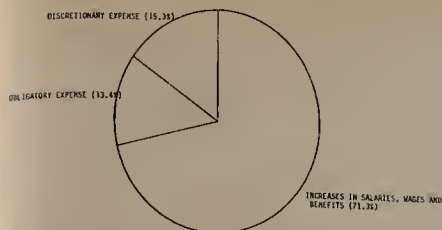
TOTAL SOURCES OF FUNDS
1986-87 Recommended Budget



TOTAL SOURCES OF FUNDS
1985-87 Recommended Budget



TOTAL APPLICATIONS OF FUNDS 1986-87 Recommended Budget



TOTAL APPLICATIONS OF FUNDS 1986-87 Recommended Budget

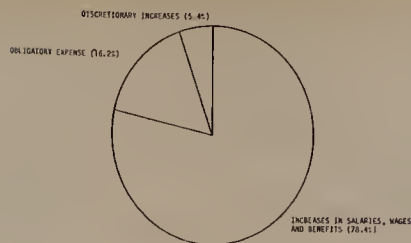


TABLE 3
Obligatory and Protected Expenses, 1986-87

OBLIGATORY EXPENSES	Addition or Increase Required	
	Base Budget	1986-87 Only
	\$	\$
BUDGET GROUP I - ARTS AND SCIENCE		
1. Brindale College summer program.....	(14,000)	
2. Returning Administrators.....	36,447	
3. Transfer payments to other institutions - Federated Universities block grant....	208,314	
BUDGET GROUP II - SCHOOLS AND COLLEGES		
1. Woodsworth College summer program .	(62,000)	31,000
BUDGET GROUP V - OTHER ACADEMIC COSTS		
1. Administrative leaves		430,555
2. Transfer payments to other institutions - Sheridan College transfer payment ...	(12,000)	
3. Centre for Toxicology	1,650	
4. Enrolment contingency	230,647	
BUDGET GROUP VI - ACADEMIC SERVICES		
1. IBM Special Bid	86,530	
BUDGET GROUP VII - ADMINISTRATION		
1. Computers and Computing Equipment rentals and service	5,176	
BUDGET GROUP IX - PHYSICAL PLANT		
1. Contracted services		
- St. George	235,404	
- Scarborough	13,119	
- Erindale	14,392	
2. Utilities		
- St. George	399,900	
- Scarborough	(67,800)	
- Erindale	(19,500)	
3. Rents, including examination space	(12,000)	
BUDGET GROUP X - GENERAL UNIVERSITY EXPENSE		
1. Tuition waivers and tuition allowance scholarships	46,650	
2. Fiscal termination fund	(70,000)	
3. Maternity leave fund	108,000	76,000
4. Compliance with Atomic Energy Control Board, Occupational Health and Safety, Bio-safety regulations	130,500	
5. Consulting fees, bank charges, insurance, audit fees, and legal expense.	182,835	
6. Postage	17,438	
7. Membership fees	22,112	
8. IBM Special Bid	36,470	
9. UTSA Released Time	12,000	
SUB-TOTAL	1,530,284	537,555

PROTECTED EXPENSES

BUDGET GROUP VI - ACADEMIC SERVICES		
1. Library acquisitions fund	437,134	
2. Library automated services	23,000	
BUDGET GROUP VIII - STUDENT ASSISTANCE		
1. Graduate fellowships and bursaries	197,418	
2. Undergraduate scholarships and bursaries	102,000	(116,000)
SUB-TOTAL	759,552	(116,000)
TOTAL	2,289,836	421,555

FIGURE 3
OBLIGATORY/PROTECTED EXPENSE INCREASES
1986-87 Recommended Budget

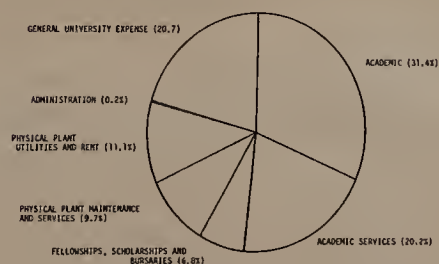


TABLE 4:
Discretionary Expenses, 1986-87

	Addition or Increase Required	
	Base Budget	1986-87 Only
	\$	\$
BUDGET GROUP I - ARTS AND SCIENCE		
1. Humanities Computing.....	240,000	
2. CAF support for Scarborough.....	30,000	
3. CAF support for Etobicoke.....	30,000	
4. Computing Funds for Arts and Science..	45,000	
BUDGET GROUP II - COLLEGES AND PROGRAMS		
1. Computing Support for SGS Graduate Institutes and Centres.....	15,000	
BUDGET GROUP IV - PROFESSIONAL FACILITIES		
1. Computing Support for Applied Science and Engineering.....	20,000	
BUDGET GROUP VII - ADMINISTRATION		
1. Ombudsman's Office.....	18,000	
2. University Art Curator.....	25,000	
3. Occupational Health and Safety.....	125,000	
4. Equal Opportunity Officer.....	23,000	
5. Institutional Relations Information System.....	35,000	
6. Innovations Foundation.....		80,000
7. Administrative Computing.....	63,000	1,300
8. Office of Admissions Student Profile....	20,000	
BUDGET GROUP IX - PHYSICAL PLANT		
1. Physical Plant Maintenance.....	86,000	
BUDGET GROUP X - GENERAL UNIVERSITY EXPENSE		
1. Hart House Grant.....	74,752	
TOTAL.....	849,752	81,300

FIGURE 4
DISCRETIONARY EXPENSE INCREASES
1986-87 Recommended Budget

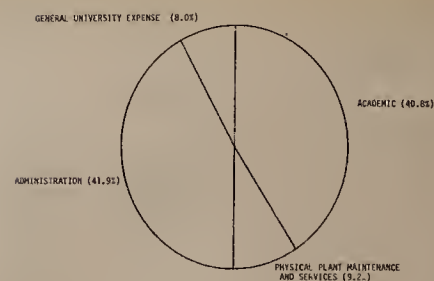
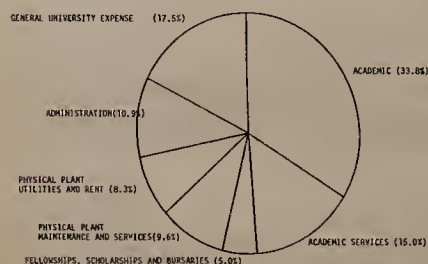


TABLE 5:
Summary of Obligatory, Protected and Discretionary Expense Reallocation

Category	Obligatory & Protected			Discretionary			Total		
	Base	OTO	Total	Base	OTO	Total	Base	OTO	Total
	\$	\$	\$	\$	\$	\$	\$	\$	\$
1. Academic.....	389,058	461,555	850,613	380,000		380,000	769,058	461,555	1,230,613
2. Academic Services.....	546,664		546,664			0	546,664	0	546,664
3. Student Fellowships, Scholarships and Bursaries....	299,418	(116,000)	183,418			0	299,418	(116,000)	183,418
4. Physical Plant, Maintenance and Services.....	262,915		262,915	86,000		86,000	348,915	0	348,915
5. Physical Plant, Utilities and Rent.....	300,600		300,600			0	300,600	0	300,600
6. Alterations and Renovations ..			0			0	0	0	0
7. Administration.....	5,176		5,176	309,000	81,300	390,300	314,176	81,300	395,476
8. General University Expense....	486,005	76,000	562,005	74,752		74,752	560,757	76,000	636,757
TOTALS.....	2,289,836	421,555	2,711,391	849,752	81,300	931,052	3,139,588	502,855	3,642,433

*OTO is "one time only", for 1986-87.

FIGURE 5
TOTAL EXPENSE INCREASES
1986-87 Recommended Budget



4. DIVISIONAL BUDGET SCHEDULES AND RECOMMENDATIONS

The budget recommendations for each division or budget group comprise these items:

1. **1985-86 Net Budget.** This is the division's 1985-86 net budget.
2. **2 Month Salary Commitment and Transfers less 1985-86 OTO items (if any).** The 1985-86 budget must be increased by the two month salary increase commitment and reduced by any "one time only" funding provisions in 1985-86 to produce the "preliminary 1986-87 net base budget."
3. **1986-87 Preliminary Net Base Budget.** This is the division's 1985-86 net base budget adjusted for May and June salaries and the reversal of additions that were made for one year only in the Budget Report for 1985-86. It is the base budget to which the recommendations in the Budget Report will be applied.
4. **Recommended Reduction.** This reduction is based on the 1985-86 base budget's being adjusted downward by the amount which is recommended. "One time only" reductions for 1986-87 have been segregated from base reductions. All expenses that were added to the 1985-86 base budget for one year only have been automatically reversed to establish the base budget to which the recommended reduction is applied. The "one time only" reductions represent expenses that will be supported by the University Excellence Fund in 1986-87, but may be supported by the University's base budget in 1987-88.
5. **PTR Recovery.** This is the net salary recovery resulting from scheduled retirements from tenure or tenure stream faculty positions in 1986-87 after allowing for replacement salaries.
6. **Changes to Budget.** Additions are to either the base budget or are restricted to 1986-87 only. Additions that are for 1986-87 only will be automatically reversed at the end of the year. The additions that were made for 1985-86 only do not appear as reductions in the divisional budget schedules for 1986-87 because the reversals were made automatically in compliance with the 1985-86 Budget Report and were not part of the process of developing the 1986-87 Budget Report. The categories for 1986-87 additions are as follows:
 - a Obligatory
 - b Discretionary
7. **Expense Increases (Decreases) Funded by Divisional Income.**
8. **(Increases) Decreases in Divisional Income.** Several divisions receive income through fees that are charged for services and non-credit courses. The expense of the services or non-credit instruction can be increased if the added expense is offset by corresponding increases in divisional income. Thus some additions which are recommended for expense budgets will be offset, either partially or wholly, by increased divisional income. Some increases in divisional income are greater than the corresponding increases in divisional expense funded by divisional income. In those cases the net difference is a means of meeting the net recommended reduction.
9. **Transfers.** Transfers involve the relocation of expense accounts among divisions. They do not represent net increases or decreases in the University's total expense.

Total Budget Change. This amount is the sum of the recommended base budget reductions (Items 4 and 5), the recommended additions (Item 6) and provisions for increases in divisional income and expense (Items 7 and 8) and transfers (Item 9). This is the amount by which the division's base budget for 1986-87 will differ from its base budget for 1985-86 before salary adjustments for 1986-87.

The basic principle of the Budget Report is that funds are allocated to divisions on a "global" as opposed to "line by line" basis. This principle relies on the judgement of principals, deans and directors to allocate the funds available to each division within the following policies and procedures:

1. Additions and reductions must be consistent with divisional plans and objectives, as recognized by the Planning and Resources Committee.
2. Funds that are added by specific recommendations in the Budget Report should not be diverted to other purposes.
3. Reductions may not be exported from one division to another; each reduction must result in a reduction of net University expense.
4. Reductions that affect income are not permitted unless they can produce a net reduction in expense.
5. Divisional expenses (in the -14 account, except for funds located there temporarily) for teaching assistance may not be reduced in disproportion to base budget reductions in University expenses overall. Disproportionate divisional variations may be permitted on the recommendation of the Vice-President and Provost, provided that the overall University result is not disproportionate.
6. For a division to receive support from special funds, like the Equipment Replacement Fund, it may not have met its budget reduction by decreasing its accounts for the same area of expenses for which support is sought from the special fund.
7. Staff benefit accounts (-96 accounts) are not convertible to other categories of expense.
8. *Wherever there is a question about exact dollar amounts, the Financial Report should be considered the precise expression of the intentions of the Budget Report.*
9. An asterisk indicates categories of expense which are scheduled to receive support from the University Excellence Fund in 1986-87.

Previous Budget Reports have in some cases presented considerable details about each divisional budget. The introduction of a budget process which is oriented to budget envelopes places less emphasis on these details. The sharp cutback in new spending means that there are few recommendations which involve additions to divisional budgets. What follows, then, is not an exhaustive explanation of every budget adjustment at the divisional level. The details are shown in the budget schedules. Highlights and major recommendations are described in the text.

BUDGET GROUP I: ARTS AND SCIENCE
BUDGET GROUP II: UNIVERSITY-WIDE SCHOOLS,
COLLEGES AND PROGRAMS
BUDGET GROUP III: HEALTH SCIENCES
BUDGET GROUP IV: PROFESSIONAL FACULTIES

Since an objective of the budget process is to allow principals, deans and directors considerable latitude in coping with budget reductions, it is neither easy nor desirable to indicate the precise impact of the reductions that will have to be made in next year's divisional budgets. But it is possible to describe the cumulative effects of budget reductions over a period of years. Such a description is in most cases the more reliable since an annual impact is often impossible to measure, particularly when a program or service has suffered a series of reductions in several categories of resource — financial, human, and physical.

Fewer Staff and Larger Classes
 Perhaps the most obvious impact of budget reductions is the relationship between levels of staffing, enrolment, courses and sections. That relationship has deteriorated in the majority of divisions because it is virtually impossible to avoid reducing staff complements when academic salaries constitute such a large portion of the University's operating budget. In most cases non-salary expenses are cut first, and soon are reduced to insignificant amounts, thus denying access to normal levels of support from office supplies, travel expenses, and equipment maintenance.

The immediate results of a deterioration in the relationship between academic staffing and instructional workloads are, in the Faculty of Arts and Science for example, which has lost thirty-five tenured faculty positions over the past four years, increases in the number of limited-enrolment programs, increases in the average course section size, and increases in enrolments combined with decreases in the number of course sections.

In the Faculty of Library and Information Science, where three early retirements have not been replaced, the overall teaching load has increased, the number of elective courses has been reduced, and fewer members of the practising profession teach, since the Faculty cannot pay them.

The net loss of eight faculty members since 1978 in the Faculty of Social Work has adversely affected the Faculty's recent appraisal by the Ontario Council on Graduate Studies. Although the external reviewers found the Faculty to fall within the upper third of North American schools, they felt the expectation should be higher, because Toronto offers the only Canadian Ph.D. program in social work. The reviewers directly tied their comments to too few faculty members carrying too heavy a teaching and practicum-supervision load, and having therefore to reduce the amount of time committed to scholarship and research.

Recent reviews in the Faculty of Nursing have been favourable. However, the staff complement is 12 per cent less than the minimal number in the approved complement plan, and admissions to the Master's program will be reduced beginning next year, with serious implications for the Canadian health-care system. The demand from hospitals and agencies for Master's-level nursing leaders is very high, far exceeding the present supply. In addition, since our Master's program supplies a large number of faculty for other university schools of nursing in Canada, a reduction in the number of graduates will have an ultimate effect on the overall ability to produce baccalaureate-trained nurses, whose higher level of training is required by an increasingly sophisticated and complex health-care system.

The message from every division is clear: fewer staff have to cope with teaching obligations that cannot be reduced. Relentless reductions in the complement of administrative staff have shifted the burden of their functions onto the academic staff, resulting in less individual attention to students for assessment of their papers and projects, and for academic counselling. As the Dean of the Faculty of Medicine has noted: "there is less time available for effective instruction: teaching is less intensive, less innovative and less rewarding". Regrettably, teaching obligations are increasingly seen by faculty members as a constraint upon quality research and scholarship.

Erosion of Physical Resources and Equipment

In order to preserve as much of their staff complement as possible, divisions have resorted to systematic annual reductions in their base equipment and supplies accounts. Over a number of years, many divisions have depleted these accounts, or reduced them to unrealistic, token amounts, using occasional one-time-only funds that happen to be freed up during the year to make sporadic purchases and increasing their reliance on allocations from the Central Equipment Fund and special sources, such as the Ministry of Colleges and Universities special allocation this year for undergraduate instructional equipment. This gradual depletion of these accounts has been seen, in the short term, as a relatively painless way to absorb budget cuts, but the long-term effects can be devastating, as existing equipment becomes outdated and requires repairs, and as inflation or fluctuations in foreign currency cause new equipment prices to escalate while the divisions have no ability to develop plans to address the problems.

The Faculty of Applied Science and Engineering, for example, is considering a further reduction in next year's undergraduate laboratory equipment budget, in order to avoid further cutting of academic positions. Much of the existing equipment was purchased between 1968 and 1972, and can no longer be repaired. Each year that equipment is not replaced means a reduction in the number of experiments that can be conducted on the equipment, and an increase in the number of students in each lab party. The Dean has reported that such a development is serious for the future of this country, since it is happening at a time "when there are increasing demands for more sophisticated research and product development by a more independent Canadian industry". Students cannot expect to move confidently into industry if they are unable to be trained on state-of-the-art equipment, and industry cannot be expected to have confidence in our graduates if we cannot offer such training.

Budget Group I: Arts & Science

	Arts & Science	University College	New College	Innis College	Scarborough Academic	Erindale Academic	Federated Universities Block Grant	Total Group I
1985-86 Net Budget	71,792,205	924,654	761,031	547,205	17,684,037	17,756,844	3,858,514	113,324,490
2 month salary commitment & transfers less 85-86 O.T.O. items (if any)	492,096	5,729	4,533	2,633	122,518	117,966		745,475
1986-87 Preliminary Net Base Budget ..	72,284,301	930,383	765,564	549,838	17,806,555	17,874,810	3,858,514	114,069,965
1986-87 Recommended Reduction—Base	(1,091,667)	(12,000)	(10,800)	(7,770)	(247,000)	(244,000)	(38,585)	(1,651,822)
1986-87 Recommended Reduction—OTO		(1,000)	(1,000)	(1,000)	(30,000)	(25,000)	(160,467)	(218,467)
1986-87 PTR Recovery	(292,308)							(292,308)
CHANGES TO BASE BUDGET								
Obligatory Expense		1,000	1,000	1,000	66,447	11,000	208,314	288,761
Discretionary Expense	285,000							285,000
CHANGES 1986-87 ONLY								
Obligatory Expense								0
Discretionary Expense								0
NET RECOMMENDED CHANGE	(1,098,975)	(12,000)	(10,800)	(7,770)	(210,553)	(258,000)	9,262	(1,588,836)
Expense Increase (Decrease) Funded By Divisional Income	332,927	19,500			69,250	46,334		468,011
Expense Transfers	178,512	10,000	12,000	10,000	14,799	52,242		277,553
TOTAL CHANGE IN EXPENSE	(587,536)	17,500	1,200	2,230	(125,504)	(159,424)	9,262	(843,272)
(Increase) Decrease In Divisional Income	(332,927)	(19,500)			(69,250)	(46,334)		(468,011)
TOTAL CHANGE IN INCOME	(332,927)	(19,500)	0	0	(69,250)	(46,334)	0	(468,011)
TOTAL BUDGET CHANGE	(920,463)	(2,000)	1,200	2,230	(195,754)	(205,758)	9,262	(1,311,283)
RECOMMENDED BUDGET FOR 1986-87	71,363,838	928,383	766,764	552,068	17,610,801	17,669,052	3,867,776	112,758,682

Missed Opportunities and Inability to Launch or Sustain New Initiatives
Aside from reductions in existing programs and levels of service, successive annual budget cuts inhibit or prevent the launching of new initiatives, or cause recent innovations to be abandoned. Erindale College, for example, is facing the prospect of eliminating its courses on effective writing, and closing its Teaching-Learning Centre, which provides individual attention to students wishing to improve their communication and learning skills. Unfortunately, when faced with the need to reduce a base budget, such programs are viewed as unaffordable.

There are all too many cases where promising scientists and teachers have been lost or have failed to be recruited because we could not match offers in terms, for example, of equipment and laboratory support from other universities. Some particularly dramatic examples have occurred in the Faculty of Medicine. Even in new areas of scientific promise, where extraordinary resources have been mobilised, the Faculty is finding its efforts to be inadequate. Further, it is finding it harder to secure the necessary consensus within the Faculty to accept budget cuts slightly higher than required in order to target funds for new initiatives. Even where there is agreement that such developments are warranted, the need to maintain core teaching and research efforts must have a prior claim on the budget, and often the "core" is the only item left in the budget of many divisions. There simply is no further room to maneuver, no opportunity to exercise "creative" budgeting, when the bottom has been reached.

Erosion of Morale and Goodwill
The effect of cumulative budget reductions on staff and student morale cannot be quantified, but is real nonetheless.

The Dean of the Faculty of Arts and Science reports that personal relationships and collegiality in some of the humanities departments, where successive budget cuts have been draconian, are "pathetic to see". Once-distinguished departments have lost much of their reputation and are in desperate need of vital young scholars.

The Dean of the Faculty of Medicine reports that annual "reductions and re-allocations have had a real cost in terms of morale, creative thought, commitment and capacity to sustain excellence - our reserves of good will and fiscal flexibility (the reliance on clinical income to help fund operating expenses, for example) have been exhausted, whilst the prospect of continued underfunding persists."

Finally, the Dean of the Faculty of Social Work, summarizing the conditions in his own division, provides an eloquent conclusion that could apply to any other Faculty:

When a pain becomes chronic, one adapts one's pain threshold accordingly. Each adaptation has its own satisfaction in proving that we can cope. We don't know whether the next requirement to adapt may change our status from chronic to critical. Larger classes, reduced time for preparation, more time devoted to grading because of insufficient number of teaching assistants, a heavier teaching load, a good-to-superior quality of students imposing greater demands, the changing practice world which has to be understood and reflected in the use of latest literature, the requirement to engage in study and

to write, continuing and sometimes increasing demands for faculty to consult and advise both governments and voluntary agencies in their work, all cumulatively wear a faculty down.

The discrepancy between our expectations and our achievements would not be as difficult to bear if there was some prospect that this would be ending and there would be a reversal with new opportunities and new staff. We have not seen this coming and are even faced with the prospect of further cuts. The result of all the above may be that a few will experience burnout, some will rust out, and a few, as they retire, will fade out. The prospect is not pleasing.

Particularly significant recommendations within each of the academic budget groups are these:

- The Faculty of Law, Faculty of Music and the Faculty of Pharmacy will be assigned reductions that are considerably below average.
- The Faculty of Education will receive, on a contingency basis, recognition of increased costs in its continuing education programs due to increased enrolment.
- Although no additions or reductions will be involved, the organization of budgetary responsibility for English as Second Language programs in the School of Continuing Studies will be changed to place the expenses under control of the School.
- Since enrolment declined in the summer sessions in Woodsworth College, Erindale College and Scarborough College, funds previously provided for enrolment increases will be removed. In the case of Woodsworth College, the removal will be phased over two years. The funds will be restored on a contingency basis if enrolments increase to previous levels.

- Erindale College and Scarborough College will for the first time receive alterations and renovations funds comparable to a provision that has been available to the St. George campus through the Committee on Accommodations and Facilities for several years.

- With the exception of the Transitional Year Program, which is under review, the reductions assigned to Arts and Science divisions, and University-wide Schools and Colleges are approximately at the average for all academic divisions.

- A portion of the reduction in the Faculty of Arts and Science represents a transfer to the School of Graduate Studies.

- The requirement that the School of Continuing Studies produce a small level of net revenue (\$30,000) will be rescinded. The requirement was instituted in previous years, but has proven to be unrealistic.

Budget Group II: Schools and Colleges

	Woodsworth College	School of Graduate Studies	Graduate Institutes & Centres	Transitional Year Program	School of Continuing Studies	English as a Second Language	Total Group II
1985-86 Net Budget	6,751,192	2,023,225	4,894,411	317,507	(30,000)	0	13,956,335
2 month salary commitment & transfers less 85-86 O.T.O. items (if any)	11,562	16,935	27,267	1,674			57,438
1986-87 Preliminary Net Base Budget ..	6,762,754	2,040,160	4,921,678	319,181	(30,000)	0	14,013,773
1986-87 Recommended Reduction - Base	(46,000)	(28,970)	(69,700)				(144,670)
1986-87 Recommended Reduction - OTO			(1,005)				(1,005)
1986-87 PTR Recovery			(14,595)				(14,595)
CHANGES TO BASE BUDGET							
Obligatory Expense	(62,000)		1,005				(60,995)
Discretionary Expense			15,000				15,000
CHANGES 1986-87 ONLY							
Obligatory Expense	31,000						31,000
Discretionary Expense							0
NET RECOMMENDED CHANGE	(77,000)	(28,970)	(27,628)	0	0	0	(133,598)
Expense Increase (Decrease) Funded By Divisional Income	17,700				276,000	25,000	318,700
Expense Transfers			118,389		30,000	105,300	253,689
TOTAL CHANGE IN EXPENSE	(59,300)	(28,970)	49,094	0	306,000	130,300	397,124
(Increase) Decrease In Divisional Income	(17,700)				(276,000)	(25,000)	(318,700)
TOTAL CHANGE IN INCOME	(17,000)	0	0	0	(276,000)	(25,000)	(318,700)
TOTAL BUDGET CHANGE	(77,000)	(28,970)	49,094	0	30,000	105,300	78,424
RECOMMENDED BUDGET FOR 1986-87	6,685,754	2,011,190	4,970,772	319,181	0	105,300	14,092,197

Budget Group III: Health Sciences

	Dentistry	Medicine	Nursing	Pharmacy	Physical & Health Education	Total Group III
1985-86 Net Budget	9,819,083	38,907,905	2,306,278	2,192,181	1,016,407	54,241,854
2 month salary commitment & transfers less 85-86 OTO items (if any)	54,635	215,100	16,302	13,715	1,864	301,616
1986-87 Preliminary Net Base Budget	9,873,718	39,123,005	2,322,580	2,205,896	1,018,271	54,543,470
1986-87 Recommended Reduction - Base	(140,207)	(580,547)	(32,885)	(7,003)	(14,460)	(775,102)
1986-87 Recommended Reduction - OTO	(1,000)					(1,000)
1986-87 PTR Recovery	(36,174)	(135,534)				(171,708)
CHANGES TO BASE BUDGET						
Obligatory Expense	1,000					1,000
Discretionary Expense						0
CHANGES 1986-87 ONLY						
Obligatory Expense						0
Discretionary Expense						0
NET RECOMMENDED CHANGE	(176,381)	(716,081)	(32,885)	(7,003)	(14,460)	(946,810)
Expense Increase (Decrease) Funded By Divisional Income	200,000	1,059,136				1,259,136
Expense Transfers	565	565	2,000	4,000	1,000	8,130
TOTAL CHANGE IN EXPENSE	24,184	343,620	(30,885)	(3,003)	(13,460)	320,456
(Increase) Decrease In Divisional Income	(200,000)	(1,059,136)				(1,259,136)
TOTAL CHANGE IN INCOME	(200,000)	(1,059,136)	0	0	0	(1,259,136)
TOTAL BUDGET CHANGE	(175,816)	(715,516)	(30,885)	(3,003)	(13,460)	(938,680)
RECOMMENDED BUDGET FOR 1986-87	9,697,902	38,407,489	2,291,695	2,202,893	1,004,811	53,604,790

Budget Group IV: Professional Faculties

	Applied Science & Engineering	Architecture & Landscape Architecture	Education	Education U.T.S.	Forestry	Law	Library & Information Science	Management Studies	Music	Social Work	Total Group IV
1985-86 Net Budget	18,192,573	1,840,539	9,960,024	0	1,855,640	3,443,863	1,912,933	4,026,519	3,519,907	1,922,085	46,674,083
2 month salary commitment & transfers less 1985-86 O.T.O. items (if any)	117,855	(56,719)	53,275		13,303	21,627	(30,703)	(7,241)	27,080	13,225	151,702
1986-87 Preliminary Net Base Budget	18,310,428	1,783,820	10,013,299	0	1,868,943	3,465,490	1,882,230	4,019,278	3,546,987	1,935,310	46,825,785
1986-87 Recommended Reduction - Base	(259,907)	(25,330)	(175,176)		(26,539)	(19,960)	(26,017)	(56,818)	(18,352)	(27,481)	(635,580)
1986-87 Recommended Reduction - OTO			(3,092)			(23,000)	(3,868)	(1,391)	(1,000)		(32,351)
1986-87 PTR Recovery	(22,061)	(9,203)	(62,883)				(8,055)	(45,613)	(2,442)		(150,257)
CHANGES TO BASE BUDGET											
Obligatory Expense			3,092			23,000	3,868	1,391	1,000		32,351
Discretionary Expense	20,000										20,000
CHANGES 1986-87 ONLY											
Obligatory Expense											0
Discretionary Expense											0
NET RECOMMENDED CHANGE	(261,968)	(34,533)	(238,059)	0	(26,539)	(19,960)	(34,072)	(102,431)	(20,794)	(27,481)	(765,837)
Expense Increase (Decrease) Funded by Divisional Income	15,000		68,326					134,705			218,031
Expense Transfers	16,484	3,565			1,565	54,801	282	30,000			106,697
TOTAL CHANGE IN EXPENSE	(230,484)	(30,968)	(238,059)	68,326	(24,974)	34,841	(33,790)	62,274	(20,794)	(27,481)	(441,109)
(Increase) Decrease in Divisional Income	(15,000)		(68,326)					(134,705)			(218,031)
TOTAL CHANGE IN INCOME	(15,000)	0	0	(68,326)	0	0	0	(134,705)	0	0	(218,031)
TOTAL BUDGET CHANGE	(245,484)	(30,968)	(238,059)	0	(24,974)	34,841	(33,790)	(72,431)	(20,794)	(27,481)	(659,140)
RECOMMENDED BUDGET FOR 1986-87	18,064,944	1,752,852	9,775,240	0	1,843,969	3,500,331	1,848,440	3,946,847	3,526,193	1,907,829	46,166,645

Budget Group V: Other Academic Costs

An Equipment Replacement Fund has been provided in several recent budgets. Its amount has varied considerably, as has the method by which it is allocated. In 1985-86 the fund amounted to about \$826,000, most of which was scheduled for allocation by a new formula based on enrolment weighted by program and averaged over a three year period. But in order to reduce the deficit in the operating budget, only about one half of the Fund was actually spent. In 1986-87 the University Excellence Fund will be the principal source of support for equipment acquisitions, for both research and instruction.

A contingency of about \$230,000 will be held as an "other academic cost" to support, where necessary, enrolment increases or to replace income where enrolment increases cannot be realized. The Faculty of Education continuing education programs, in particular, may require contingency support since enrolment in these programs varies and the variations often have quite direct implications for costs.

Budget Group VI: Academic Services

As the Budget Guidelines specified, some categories of expense are protected against the effects of inflation. The real value of the Library Acquisitions Fund has been maintained under this policy since at least 1979-80. As Table 6 indicates, the policy has worked well on an overall basis. In fact, the real value of the Fund has not only been fully protected, it has been increased by about \$215,000. But there have been problems on a year to year basis, mainly because annual adjustments are made retrospectively. In some years that practice has produced more funds than were required and in other years, less.

In the current year, the University of Toronto Library had projected overspending in its Acquisitions Fund of approximately \$650,000 due to significant inflation in average book and periodical prices, and adverse currency exchange fluctuations, estimated at approximately 20 per cent. The inflation adjustment built into the Library Acquisitions Fund budget for 1985-86 amounted to 3.6 per cent, which was based on the most recent annual inflation data at the time the budget was set.

This projected overspending will be reduced by the postponement or cancellation of current orders totaling \$195,000 and will be offset by an appropriation transfer of \$100,000 from other accounts within the Library's 1985-86 budget. The resultant net overspending of \$355,000 will be treated as a negative carryforward and recovered against the Library's Acquisitions Fund budget for 1986-87. That budget will be increased as usual, with account being taken of price inflation and currency fluctuations. For 1986-87, the University Excellence Fund will be the source of the increase. Depending on the precise terms of reference for the Fund, it may be possible to offset some of the effects on retrospective purchasing which the negative carryforward might cause.

The Office of the Comptroller has met with the Library to review the current budgetary control procedures, with particular reference to Dealer Service Orders. Further consideration will be given to the possibility of introducing formalized purchase order encumbrance accounting procedures, in order to ensure that the Book Fund expenditures are maintained within the budgetary limits in future years.

In addition, the Budget Planning Secretariat will review the methods by which price inflation and currency fluctuations are forecast. In particular, the Secretariat, working with the administration of the Library, will seek means of shifting the methodology from a retrospective to a prospective orientation, and of making year-end adjustments when funding appears either to be too high or too low in terms of actual requirements.

The Library Acquisitions Fund is available to other formally established and budgeted libraries as well. In 1986-87 all libraries will receive some support from the Fund, with a minimum allocation of \$1,000. Each increase is based on assumptions about inflation and currency fluctuation and on the 1985-86 base budget for each library. The total amount available in 1986-87, which will come from the University Excellence Fund, will be \$621,000, and will be allocated as follows:

	Acquisitions	UTLAS automated services	Total
University of Toronto Library	\$345,000	21,000	366,000
Scarborough College	29,000	1,000	30,000
Erindale College	25,000	0	25,000
Faculty of Dentistry	1,000	0	1,000
Faculty of Law	22,000	1,000	23,000
Faculty of Music	1,000	0	1,000
Faculty of Education	3,092	0	3,092
Faculty of Library and Information Science	3,868	0	3,868
Faculty of Management Studies	1,391	0	1,391
University College	1,000	0	1,000
New College	1,000	0	1,000
Innis College	1,000	0	1,000
Audiovisual Library	1,778	0	1,778
Centre for Industrial Relations	1,005	0	1,005
	\$437,134	23,000	460,134

The balance - about \$160,000 - will fund the library acquisitions components of the University's block grants to the Federated Universities. This amount too will come from the University Excellence Fund.

There will be increases as well to meet increases in the cost of the automated service that several University libraries must purchase from UTLAS. The cost of an automated central library circulation system - estimated at about \$2.1 million - will be met from further allocations from the University Excellence Fund.

About \$320,000 will be added to various budgets for academic computing. The largest portion - about \$240,000 - will support the Humanities Computing Centre. (The Centre

will receive a further \$10,000 by transfer from the Computing Development Fund, which already is in the base budget.) The balance will be allocated as follows:

Faculty of Arts and Science	\$45,000
Faculty of Applied Science and Engineering	20,000
School of Graduate Studies	
Institutes and Centres	15,000
	\$80,000

In Arts and Science, the addition will be used mainly for the Department of Computer Science's micro-computer laboratory. In Engineering, the Department of Mechanical Engineering's CAD/CAM facility will receive most of the addition.

TABLE 6

	Acquisitions budget	Price index 77/78 = 100%	Inflation adjusted acquisitions budget	Inflation adjusted expenditure per FTE student
1977/78	1,952,000	100.0%	1,952,000	\$57.69
1978/79	2,328,000	121.8%	1,911,016	\$55.14
1979/80	2,915,000	143.4%	2,033,029	\$57.46
1980/81	3,225,200	162.6%	1,983,924	\$54.98
1981/82	3,578,200	170.9%	2,093,462	\$55.78
1982/83	4,091,780	181.1%	2,259,711	\$60.88
1983/84	4,326,200	185.1%	2,336,597	\$61.08
1984/85	4,313,200	191.9%	2,247,974	\$59.95
1985/86	4,466,700	206.4%	2,163,748	\$58.90
1986/87	4,811,700	222.1%	2,166,439	\$58.16

Budget Group VI: Academic Services

	Library Operations	Library Book Fund	Media Centre	U.T.C.S.	Super- computer facility	Total Group VI
1985-86 Net Budget.....	14,869,731	4,754,200	745,318	4,163,882	0	24,533,131
2 month salary commitment & transfers less 85-86 OTO items (if any).....	42,304		3,663	(25,239)		20,728
1986-87 Preliminary Net Base Budget	14,912,035	4,754,200	748,981	4,138,643	0	24,553,859
1986-87 Recommended Reduction - Base	(205,413)		(8,500)	(40,000)		(253,913)
1986-87 Recommended Reduction - OTO	(21,000)	(345,000)*	(1,778)			(367,778)
1986-87 PTR Recovery.....						0
CHANGES TO BASE BUDGET						
Obligatory Expense	21,000	345,000	1,778	86,530		454,308
Discretionary Expense						0
CHANGES 1986-87 ONLY						
Obligatory Expense						0
Discretionary Expense						0
NET RECOMMENDED CHANGE	(205,413)	0	(8,500)	46,530	0	(167,383)
Expense Increase (Decrease) Funded by Divisional Income	56,000		(14,000)	(126,196)	12,811,000	12,726,804
Expense Transfers				(177,187)		(177,187)
TOTAL CHANGE IN EXPENSE.....	(149,413)	0	(22,500)	(256,853)	12,811,000	12,382,234
(Increase) Decrease in Divisional Income	(56,000)		14,000	126,196	(11,767,000)	(11,682,804)
TOTAL CHANGE IN INCOME	(56,000)	0	14,500	126,196	(11,767,000)	(11,682,804)
TOTAL BUDGET CHANGE	(205,413)	0	(8,500)	(130,657)	1,044,000	699,430
RECOMMENDED BUDGET FOR 1986-87.	14,706,622	4,754,200	740,481	4,007,986	1,044,000	25,253,289

Budget Group VII: Administration
Office of the President: The major changes are organizational. Administrative support for the Executive Secretary of the Joint Council on Education will be provided directly, thus reducing costs. The appointment of the University Art Curator will be fully assumed by the University, instead of being shared with other institutions.

Office of the Vice-President and Provost: The allocation of reductions in the Campus and Student Services Group has been highly differential, favouring the student services units in the Koffler Student Services Centre which experienced substantial increases in use. Most of the reduction has, in consequence, been assigned to the Department of Athletics and Recreation. Subsidies to the administration of the married students apartments and the deanship of Devonshire House have been removed.

Office of the Vice-President, Business Affairs: As a result of an intensive review conducted by professional consultants, the organization of the University's occupational health and safety program will be improved and given additional support. An addition of \$125,000 is recommended for this purpose.

Other major changes will be:

- the elimination of the data entry service in Business Information Systems.
- the rationalization of benefits administration between the Comptroller's Office and the Personnel Department.
- preparation of employee benefit statements will be done internally at a cost considerably below external services.
- costs of purchase handling (brokerage, couriers) will be recovered through a charge out scheme.
- additional support will be provided - partly by reallocation and partly by a discretionary addition of \$64,300 - for various aspects of administrative computing.

Office of the Vice-President, Research: The budget of the Vice-President's office will bear most of the recommended reduction in order to permit smaller reductions in the Office of Research Administration, UTCS, and the University Research budget. Research relations and contingency support will be most severely affected.

Office of the Vice-President, Institutional Relations: No reduction was assigned to the Office and the departments that report to it in anticipation of the demands that the forthcoming major fund raising campaign will impose. A small discretionary addition - \$35,000 - is recommended to support the Institutional Relations information system.

Office of the Assistant Vice-president (Planning) and University Registrar: The reduction will be allocated highly differentially. No reductions at all will be made in the budget of Information Systems Services and the Office of Admissions. The demands on both are very high. I.S.S. has an extensive backlog of projects. The effort of the Office of Admissions

will be critical to the realization of the enrolment plan for 1986-87. Major reductions, well above average, will be made in the Office of Space Management and the Assistant Vice-President's office with the result that support for campus and facilities planning will have to be carefully rationed.

Budget Group VII: Administration

	Office of Governing Council	Office of Ombudsman	Office of the President	Assistant Vice-Pres. Planning & Registrar	Office of the Vice-Pres. & Provost	Campus and Student Services	Vice President Business Affairs	Vice President Institutional Relations	Vice President Research	Total Group VII
1985-86 Net Budget	430,688	88,728	755,235	5,006,668	1,489,814	2,393,762	9,605,278	2,523,648	1,261,876	23,555,697
2 month salary commitment & transfers less 85-86 O.T.O. items (if any)	3,202	340	(8,135)	(255,200)	876	9,122	50,382	12,898	6,958	(179,557)
1986-87 Preliminary Net Base Budget	433,890	89,068	747,100	4,751,468	1,490,690	2,402,884	9,655,660	2,536,546	1,268,834	23,376,140
1986-87 Recommended Reduction - Base			(28,177)	(66,706)	20,412	(28,377)	(138,076)		(38,071)	(278,995)
1986-87 PTR Recovery										0
CHANGES TO BASE BUDGET										0
Obligatory Expense				2,676			2,500			5,176
Discretionary Expense		18,000		20,000		74,752	211,000	35,000		358,752
CHANGES 1986-87 ONLY										
Obligatory Expense										0
Discretionary Expense							1,300			1,300
NET RECOMMENDED CHANGE	0	18,000	(28,177)	(44,030)	20,412	46,375	76,724	35,000	(38,071)	86,233
Expense Increase (Decrease) Funded By Divisional Income				193,000	(1,005)	305,639				497,634
Expense Transfers									(10,000)	(10,000)
TOTAL CHANGE IN EXPENSE	0	18,000	(28,177)	148,970	19,407	352,014	76,724	35,000	(48,071)	573,867
(Increase) Decrease In Divisional Income				(193,000)	1,005	(305,639)				(497,634)
TOTAL CHANGE IN INCOME	0	0	0	(193,000)	1,005	(305,639)	0	0	0	(497,634)
TOTAL BUDGET CHANGE	0	18,000	(28,177)	(44,030)	20,412	46,375	76,724	35,000	(48,071)	76,233
RECOMMENDED BUDGET FOR 1986-87	433,890	107,068	718,923	4,707,438	1,511,102	2,449,259	9,732,384	2,571,546	1,220,763	23,452,373

Budget Group VIII: Student Assistance (Graduate and Undergraduate) Undergraduate Student Assistance and Graduate Fellowships and Bursaries are categories of expense whose real value is protected by policy against the effects of inflation and enrolment increases. The policy will be applied again in 1986-87, with increases of \$102,000 and \$197,418 scheduled for undergraduate and graduate student assistance respectively. Two notes, however, should be made about these increases.

A large portion of the undergraduate student assistance budget can be met from a restricted fund in 1986-87. Since the fund will be exhausted by the end of 1986-87, an equivalent amount - \$116,000 - will have to be restored to the base budget for undergraduate student assistance in 1987-88.

Analysis of graduate fellowships budgets since the inception of the policy that provides protection to them indicate that the amounts provided for protection may in some cases have been greater than required, thus increasing the real value of the budgets as well as protecting them. The analysis may be problematic, but it does suggest that before the budget for 1987-88 is set the Budget Planning Secretariat and the School of Graduate Studies should review the basis on which annual increases are calculated. The review should include an organization of the fellowships budget that

would allow for a series of separate calculations which would recognize different requirements, for example, for fellowships, bursaries, enrolment fluctuations, separate categories of students, and, possibly, a term fee.

Although it involves no increase in expenditure, the undergraduate entrance scholarship budget will be reorganized for 1986-87. About three-quarters of the budget - \$92,000 - will be transferred to the following divisional budgets:

Erindale College	\$40,000
Innis College	10,000
New College	12,000
Scarborough College	19,000
Faculty of Architecture	3,000
Faculty of Forestry	1,000
Faculty of Nursing	2,000
Faculty of Pharmacy	4,000
School of Physical and Health Education	1,000
	<u>\$92,000</u>

The balance - \$31,000 - will remain in the central student assistance budget. The transfers are conditional on each division's protecting its allocation from budget reductions in the future. Since each transfer is being made because the respective division has raised an equivalent amount for scholarships from private funding, the matching amount must be protected as well.

Budget Group VIII: Student Assistance

	Undergraduate student assistance	Graduate Fellowships	Total Group VIII
1985-86 Net Budget	668,222	4,593,190	5,261,412
2 month salary commitment & transfers less 85-86 O.T.O. items (if any)			0
1986-87 Preliminary Net Base Budget	668,222	4,593,190	5,261,412
1986-87 Recommended Reduction - Base			0
1986-87 Recommended Reduction - OTO			0
1986-87 PTR Recovery			0
CHANGES TO BASE BUDGET			
Obligatory Expense	102,000	197,418	299,418
Discretionary Expense			0
CHANGES 1986-87 ONLY			
Obligatory Expense	(116,000)		(116,000)
Discretionary Expense			0
NET RECOMMENDED CHANGE	(14,000)	197,418	183,418
Expense Increase (Decrease) Funded By Divisional Income			0
Expense Transfers	(92,000)		(92,000)
TOTAL CHANGE IN EXPENSE	(106,000)	197,418	91,418
(Increase) Decrease In Divisional Income			0
TOTAL CHANGE IN INCOME	0	0	0
TOTAL BUDGET CHANGE	(106,000)	197,418	91,418
RECOMMENDED BUDGET FOR 1985-86	562,222	4,790,608	5,352,830

Budget Group IX: Physical Plant
Recommendations affecting various Physical Plant budgets involve both reductions and additions. Utilities and service contracts are obligatory expenses which can be "zero based" each year. The results are decreases in utility expenses and increases in service contract costs on all three campuses.

In the discretionary portion of the Physical Plant budget, the following reductions will occur:

- Maintenance and repair projects amounting to about \$159,000 will be deferred or cancelled, adding to an already serious backlog of deferred maintenance.
- A five per cent charge will be made to the cost of projects approved and referred to the Department by the Committee on Accommodations and Facilities. The charge will cover design and engineering costs. A similar charge will be made to projects funded under the Ministry's Capital Grant Program.

Budget Group IX: Physical Plant

	Maintenance and Services	Utilities	Rent	Alterations and Renovations	Total Group IX
1985-86 Net Budget.....	22,271,400	10,051,934	500,488	331,025	33,154,847
2 month salary commitment & transfers less 85-86 OTO items (if any).....	23,309			(20,000)	3,309
1986-87 Preliminary Net Base Budget.....	22,294,709	10,051,934	500,488	311,025	33,158,156
1986-87 Recommended Reduction - Base.....	(318,814)			(181,025)*	(499,839)
1986-87 Recommended Reduction - OTO.....					0
1986-87 PTR Recovery.....					0
CHANGES TO BASE BUDGET.....					
Obligatory Expense.....	235,404	399,900	(12,000)		623,304
Discretionary Expense.....	86,000				86,000
CHANGES 1986-87 ONLY.....					
Obligatory Expense.....					0
Discretionary Expense.....					0
NET RECOMMENDED CHANGE.....	2,590	399,900	(12,000)	(181,025)	209,465
Expense Increase (Decrease) Funded by Divisional Income.....	(6,526)	39,919			33,393
Expense Transfers.....					0
TOTAL CHANGE IN EXPENSE.....	(3,936)	439,819	(12,000)	(181,025)	242,858
(Increase) Decrease in Divisional Income.....	6,526	(39,919)			(33,393)
TOTAL CHANGE IN INCOME.....	6,526	(39,919)	0	0	(33,393)
TOTAL BUDGET CHANGE.....	2,590	399,900	(12,000)	(181,025)	209,465
RECOMMENDED BUDGET FOR 1986-87.....	22,297,299	10,451,834	488,488	130,000	33,367,621

Budget Group X: General University Expense

The General University Expense budget group varies from year to year in composition and size. It is not a single, combined budget. Instead, the various General University Expense items are assigned either to the President or a Vice-president for administration during the course of the budget year.

Each item in the General University Expense category has been reviewed individually and, where necessary, a separate recommendation developed. The most significant of these recommendations are as follows:

- The University waives tuition fees for several categories of students, members of faculty and staff, dependents of faculty and staff, and for senior citizens in some programs. These waivers have been provided on demand, with the result in some cases of rapidly escalating costs. In two categories this escalation should be controlled. Waivers for senior citizens will be provided at current levels, but in the future may have to be held within those levels and awarded, perhaps, as scholarships or bursaries are awarded. In the case of waivers to faculty and staff who take courses within the University, the waivers will be provided after courses are successfully completed.
- Currently the first two weeks of maternity leaves are funded by the divisions in which the leaves occur. Beginning in 1986-87, the period of divisional funding will be increased to four weeks, with the cost of one additional week (about \$76,000) being used as a saving and the cost of the other additional week being held as a contingency to assist those divisions which cannot fund the additional weeks. This course of action is possible because it appears that not all divisions actually make replacement appointments, or make them at a lower cost or for a shorter period of time.
- Since 1984-85, when the Governing Council approved a proposal to provide support to the Innovations Foundation, the budget has included \$65,000 on a "one time only" basis, with provision for renewal. The allocation will be repeated for 1986-87 and increase to \$80,000.
- The Budget Report for 1985-86 called for a review of the University's commitments to the support of Hart House and the obligations of the House to meet some of its own expenses. The Report also called for a \$50,000 increase in the grant to Hart House. The review is still underway, but a tentative conclusion is that the grant to the House should increase by about \$74,000, instead of the originally scheduled \$50,000. The recommended budget provides for the larger amount pending a successful outcome of the review. If the review is not conclusive, the increase will revert to the originally scheduled amount.

PRELIMINARY BUDGET FOR 1987-88

The Budget Guidelines, in displaying the budget projection and budget strategy for 1986-87, indicated the University's probable budgetary position in 1987-88, assuming that the budget strategy for 1986-87 would be successfully implemented. The projected shortfall was \$9.5 million. The projection can now be brought up to date to coincide with the recommendations of the Budget Report. It does not, however, make any new assumptions about the costs of salaries, wages and benefits. Costs higher than those assumed by the budget strategy for 1986-87 will in all likelihood increase the shortfall that is projected for 1987-88.

The projected shortfall - \$11.1 million - for 1987-88 will be very serious indeed. Since the Minister has already announced that operating grant income, presumably including tuition fees, will increase by four per cent in 1987-88, there is no tangible prospect of increased revenue above rates of inflation. A sharp decrease in the rate of inflation would produce some relief, since the Minister appears to be committed to a four per cent increase regardless of inflation.

The Ontario Council of University Affairs has been asked to devise a new formula for distributing the operating grant which can be put in place for 1987-88. A consultative process involving the Council and the universities will begin in April, 1986. Its outcome cannot be predicted, but the Council has declared that a new formula will not assume any increase in the operating grant beyond the level already announced by the Minister. But a possible benefit for the University of Toronto is a formula that would result in the University's share of total system formula funding remaining at 1986-87 levels. That would reduce the shortfall projected for 1987-88 to \$10.0 million. There is, however, no indication currently that the formula will be revised in this way.

The immediate future thus holds little promise of budgetary relief. Other than its faculty renewal component, the University Excellence Fund will be available only in 1986-87. Even if the University's share of total system funding held at current levels and the rate of inflation fell to three per cent, the projected shortfall for 1987-88 would still be about \$7.7 million.

There is then all the more reason to balance the 1986-87 budget, meet enrolment targets, begin now to plan for the 1987-88 budget, and to assign any favourable variances that may occur in the 1986-87 budget towards reducing the accumulated deficit, excluding that portion of the deficit which arises from the operation of the supercomputer. Current forecasts indicate an accumulated deficit of about \$3.0 million. Governing Council policy allows a maximum deficit of 1.5 per cent of operating revenue. The forecast accumulated deficit at the beginning of 1986-87 would be at about 0.8 per cent of operating revenue. The budget recommended for 1986-87 will increase the accumulated deficit to about \$3.8 million, which will be about 1.0 per cent of operating revenue.

TABLE 7

	1 Budget Guidelines 1986/87 Preliminary Budget Projection	2 1986/87 Budget Strategy	3 Recommended Budget 1986/87 Current Budget Projection	4 1986/87 Current Budget Strategy	5 1987/88 Preliminary Budget Projection
Sources and Applications of Funds over 1985-86 Budget					
A. New Income					
1. Increases in formula grants and student fees					
a) Increase in U of T formula grants	10,376,616	10,376,616	9,926,363	9,926,363	9,827,387
b) Increase in student fees	1,561,391	1,561,391	1,513,036	1,513,036	1,919,683
c) Decrease in distribution of visa supplement	(1,080,001)	(1,080,001)	(979,290)	(979,290)	(556,656)
d) Other (including discretionary visa fees & fine art)	(885)	(885)	(690,880)	(690,880)	2,983
Sub-total	10,857,121	10,857,121	9,769,229	9,769,229	11,193,397
2. Increase (Decrease) in other income	(397,322)	(397,322)	(9,000)	(9,000)	23,284
Sub-total	10,459,800	10,459,800	9,760,229	9,760,229	11,216,681
B. Funds made available by internal reallocation					
3. Academic Salary Recovery	615,000	615,000	628,868	628,868	591,220
4. Reduction in budget due to reversal of "one-time-only" additions to the 1985-86 budget	1,220,719	1,220,719	1,230,719	1,230,719	502,855
5. Additional reductions in base budget		3,153,000		3,150,771	
6. University Excellence Fund - Base Budget		1,500,000		1,400,000	
7. University Excellence Fund - "One-Time-Only"		1,430,000		1,500,000	(1,500,000)
Sub-total additional funds from internal reallocation	1,835,719	7,888,719	1,859,587	7,910,358	(425,925)
NET ADDITIONAL FUNDS FROM ALL SOURCES	12,295,519	18,348,519	11,619,816	17,670,587	10,810,756
ALLOCATION OF NET ADDITIONAL FUNDS					
1. Projected Increase in Salaries, Wages, and Benefits	14,127,025	13,017,931	14,140,893	13,072,931	17,058,255
2. Obligatory increases	2,891,491	2,891,491	2,891,491	2,711,391	2,625,778
3. Reserve for Contingency and Reallocation	1,434,096	1,434,096	1,434,096	931,052	1,500,000
4. Discretionary Increase - Supercomputer				771,000	
NET ALLOCATION OF ADDITIONAL FUNDS	18,502,612	17,393,518	18,516,480	17,486,374	21,184,033
NET INCREASE IN BASE BUDGET SHORTFALL OVER THAT OF PRIOR YEAR	(6,207,094)	955,000	(6,896,564)	184,213	(10,373,277)
BASE BUDGET SHORTFALL PRIOR YEAR	(955,000)	(955,000)	(955,213)	(955,213)	(771,000)
BASE BUDGET SHORTFALL	(7,162,094)	0	(7,851,877)	(771,000)	(11,144,277)

Geologists fight to save Don Valley brickyard

by Patrick Donohue

For many Torontonians the Don Valley epitomizes the horrors of modern civilization — rush hour traffic and automobile pollution. But for Scarborough College geology professor Nick Eyles, the Don Valley is the priceless repository of the secrets of life on earth more than 100,000 years ago.

And Eyles is fighting to keep it that way.

If a Toronto developer gets approval for plans to build condominiums on the site of the old Don Valley Brickyard, just north of the Bloor Viaduct, the north slope of the site would have to be graded. That could destroy the slope's unique value as a source of information about the last inter-glacial period, Eyles fears.

Largely because of a public awareness campaign mounted by Eyles and Professor John Westgate, his colleague in geology at Scarborough, some 1,000 concerned citizens including historians, botanists, naturalists, rate-payers and architects as well as geologists, have formed "Friends of the Valley" to block the development plans. Eyles sees the association as an important affiliation of "town and gown". "It became apparent that neither group was going to be effective unless we got married," says Eyles.

Exactly a year ago, Friends of the Valley started pressuring the appropriate levels of government to take over the site from Torvalley, the developers who bought the brickyards in 1984 for \$4,250,000. Now the province and Metro Toronto stand ready to share expropriation costs. Beginning today, an expropriation hearing will determine whether the Metro Toronto and Region Conservation Authority (MTRCA) can expropriate the site. (If expropriation is approved, further hearings would decide the amount of compensation to be paid to Torvalley.)

What makes the Don site so special is that it's the finest example in eastern North America of the sedimentation of the Sangamonian inter-glacial period, the period between the last glaciation (the Wisconsin) and the one before (the Illinoian). Called a "Type Section", the Don site has been found to contain fossil remains of shellfish, beetles and beaver, among other fauna. Fossil traces have been found of some trees such as liquidambar and osage orange which no longer grow this far north. Eyles says this shows the climate here was about two degrees Celsius warmer during the Sangamonian period than it is now, more like the climate of Pennsylvania. Previous to this find, it was thought that our present climate was the standard for an inter-glacial period in this area.

The geological importance of the site was discovered by A.P. Coleman, first chairman of U of T's geology department. When he died in 1939, news-

paper obituaries across the country hailed Coleman as "the first great scientist Canada produced." At U of T today, the Coleman Geology Library and the Coleman Gold Medal to the best undergraduate in geology commemorate the great man. A gifted popularizer of science, Coleman explained the importance of his findings to the public in many lectures and publications.

Eyles hopes the Don site will be named the A.P. Coleman Heritage Site. Letters to Eyles from many scientists of international repute have expressed their dismay at the development plans and suggested that the Don beds be declared a World Heritage Site. A mere five or six places in the world have won that designation, Eyles says.

Until Torvalley closed off access to the site last fall, Eyles used it as a valuable teaching aid. He estimates that thousands of U of T students have learned first-hand of the effects of glaciation at the site. Apart from the tremendous pedagogical loss, he says the development could jeopardize Canada's scientific standing internationally. In 1987, Canada will, for the first time, host the congress of the International Union for Quaternary Research, the geologists especially interested in the last two million years, the period which includes the era represented in the Don beds. Many delegates to the congress hope to see the Don site. "It will be the jewel in the crown for them," says Eyles. In an information packet on the issue, he states: "The loss of this scientifically irreplaceable site would damage the reputation of Canada in the international scientific community and leave the impression of Canada's disregard for its natural heritage."

Eyles dismisses Torvalley's proposed tunnel for viewing the sediment as completely unacceptable scientifically. It wouldn't be dark in the tunnel and there wouldn't be room to excavate further, Eyles says. Because sediments dry out and weather, they have to be continually re-exposed. More importantly, changing technology means new methods of studying the sediments will be available to scientists in the future. They'll know even more than today's geologists do about the inter-glacial environment recorded in the Don site — provided they still have access to it.

"It's a big detective story," Eyles says. He points to the fact that fingerprinting, discovered at the end of the last century, proved a great boon to crime solvers. Future developments could have as great an impact on geology. Like a veteran detective, Eyles is trying to persuade the rookies not to mess up the evidence until the forensic experts can work on it with their technology.

The generational leap forward in knowledge has already shown up in Eyles' work. "We've been in there and



Workers at the Don Valley Brickyard around the turn of the century excavate the sediment beds where U of T's first chairman of geology, A.P. Coleman, discovered the valuable fossil record of climatic conditions between the last two glaciations.

seen new things people hadn't looked for because our training is different from the people who had been there before," says Eyles. His research on the sediment has shown that the lake on the site was shallow and very stormy. "This had not been seen before. Now we're trying to work out the depths of the water."

While geology tops Eyles' list of reasons for preserving the site as is, the Friends of the Valley envision further uses in keeping with conservation. A botanical garden figures prominently in the plans as well as the preservation of the historical brick-works and its machinery. Toronto history buffs emphasize the fact that the yards provided bricks for many of the city's most important buildings: Old City Hall, Massey Hall and Hart House, among others.

"We always believe we can come up with a better idea than condominiums," says Frank Pasquill, president of Friends of the Valley. Pasquill can't imagine that the expropriation will not take place. "The money is there and the conservation authority has the mandate. The land always had been designated as part of the valley and flood plain. It should never have gone into private hands."

The expropriation hearings will require the MTRCA to prove its need to take over the land. Although the authority won't reveal its case ahead of the hearings, all three reasons usually cited by the authority for expropriation apply to the Don site: the land is subject to flooding; it is unstable; and its natural character is so significant that it warrants being managed by the authority.

"It's no secret that these lands are flood vulnerable and do have unstable slopes," says Craig Mather, director of the water resource division of the MTRCA. Mather says owners of flood plain property say they are able to solve the problem. "Obviously there are implications in doing that." Filling, for instance, can create an increased water level upstream. Because of the increased water velocity, there may be greater erosion downstream.

But Mather admits that expropriation of large parcels of land rarely takes place. "This isn't a frivolous exercise we're going through," says Mather. "Expropriation is not the most desirable approach for acquiring land."

Even if the expropriation doesn't go through, another procedure might

save the slope for geological research.

In March, the Ontario Ministry of Citizenship & Culture announced its intention to designate the slope as a historical site. If the intended designation isn't turned back by appeal, Torvalley will have to apply for a permit to develop the site. "Permits act as site-specific controls on development," explains Bryan Howard, the natural history coordinator for the Ontario Heritage Foundation who prepared the ministry's case on the Don site.

But the foundation recognizes that something must be done to stop the erosion of the slope. "There is an impression around that if you touch the slope you destroy it but that's not true," says Howard. "You have to touch it carefully and with a plan." The foundation commissioned C. Mirza Engineering to report on how to stabilize the slope while also protecting the exposed sediments. The Mirza plan calls for a series of "benches" on the slope: steep sections of exposed sediment would be separated by flatter sections of less steeply sloping ground, creating an effect like terraces or steps.

Whether such a plan will be acted on remains in doubt. Torvalley argues that the ministry has no right to designate the slope as historical. According to Torvalley, the historical designation should apply only to man-made history. Larry Boland, Torvalley's vice-president of development, says the company plans to take its case against the validity of the designation all the way to the Supreme Court if necessary.

But he believes that move could still be avoided. "We would like to sit down and work out our differences," says Boland. "We don't think expropriation is necessary. We don't think designation is necessary." He says the provincial government is "playing politics" with the issue, while the taxpayers of East York are losing out on the tax revenue the Torvalley development would bring in.

"We think we are on strong ground," says Boland. "We look forward to getting on with the development."

Will that happen? "I don't see a one percent chance of it," says Bryan Howard. Nick Eyles offers this cautious prediction: "It may be possible to gain access to the site as early as June."

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RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Health & Welfare Canada
The University has recently been informed that, due to uncertain financial commitments to the National Welfare Grants programs, the May 1 competition has been cancelled. The programs affected are research projects, research group development and senior welfare research fellowships. The next competition deadline for these programs is November 1.

Upcoming Deadline Dates
Amyotrophic Lateral Sclerosis Society (US) — abstracts (for June 15 application): May 1.
Bickell Foundation — investigators in the Faculty of Medicine, contact Rosalind Bugala in the research office of the faculty for internal deadline; investigators in faculties other than medicine,

deadline at ORA May 1.
Canada Council — Killam research fellowships and I.W. Killam memorial prize: June 30.
Cancer Research Institute (US) — fellowships: June 1.
Anna Fuller Fund — research grants and fellowships: June 1.
Health & Welfare Canada (National Welfare Grants) — research projects, research groups development and senior welfare research fellowships: May 1 deadline cancelled.
International Union Against Cancer — Yamaguchi Yoshida memorial international cancer study grants (sabbatical): June 30.
March of Dimes (US) — research grants (reproductive hazards in the workplace): June 1.
Muscular Dystrophy Association (US) — requests for fellowship program and

grant-in-aid applications: no later than May 31 (for June 30 formal proposal deadline).
National Institute for Mental Retardation — research grants: April 30.
NSERC — strategic grants — individual, groups, equipment and conference: May 1.
SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (Oct. Feb.): June 30.
Strategic Grants Division — population aging (research grants, reorientation grants, research workshops, institutional awards, research initiatives, research tools and facilities), managing the organization in Canada (seed money, research grants workshops and research initiatives), family and socialization of children (research grants, seed money, research workshops), women and work (seed money grants, special research grants, workshops), human context of science and technology (research grants, seed money grants, workshops): June 1.
Standards Council of Canada — research grants: May 31.
U of T, Humanities & Social Sciences Committee of the Research Board — conference travel (Aug.-Nov.): May 15; grants-in-aid: June 1.

Positions Elsewhere

Notice of the following vacancy outside the University has been received by the Office of the President.
California Polytechnic State University
Vice-President for Information Systems
Applications and nomina-

tions considered until position is filled
Contact: Warren J. Baker, president, California Polytechnic State University, San Luis Obispo, California 93407, (805) 546-2111

PhD Orals

Please contact the PhD oral examination office at 978-6258 for information regarding time and location for these listings.

Friday, April 25
Eugene Fiume, Department of Computer Science, "A Mathematical Semantics and Theory of Raster Graphics." Prof. A. Fournier and R. Hehner.

Mary Martha Lynch, Department of French Language & Literature, "Aspect de la dispositio dans les ouvrages romanesques d'Albert Camus." Prof. B. Fitch.

Frances Ann Owen, Department of Education, "The Institutionalization of People with Mental Handicaps in Ontario: Perceptions of Successful Community Placement — A Multiconstituency Approach." Prof. J. Quarter.

Monday, April 28
Dae-Gyun Chung, Department of Biochemistry, "Conformations of the Core Nucleosome." Prof. P.N. Lewis.

Tuesday, April 29
Laurence Dennis Marchant Packer, Department of Zoology, "Aspects of the Social Biology of *Halictus ligatus* Say, (Hymenoptera: Halictidae)." Prof. C.A. Knerer.

Jean-Luc Pilon, Department of Anthropology, "Washahce Innou Dahtsuncineau: Ecological and Cultural Adaptation along the Severn River in the Hudson Bay Lowlands of Ontario." Prof. W.N. Irving.

Wednesday, April 30
Robert J.V. Hiebert, Department of Near Eastern Studies, "A Textual Analysis of the So-Called Syrohexaplaric Psalter." Prof. A. Pietersma.

Zi-Cai Li, Department of Mathematics & Applied Mathematics, "Numerical Methods for Elliptic Boundary Value Problems with Singularities." Prof. G.F.D. Duff.

Mario Delfin Tello, Department of Economics, "Imperfect International Competition, Multinational Enterprises and Manufactured Exports from Developing Countries." Prof. G.K. Helleiner.

Thursday, May 1
Stanley Willard Freer, Department of Anthropology, "The Middle Classic of Western Yucatan." Prof. R.B. Drewitt.

Ioannis K. Tsanis, Department of Civil Engineering, "Environmental Fluid Mechanics." Prof. H.J. Leuthausser.

Monday, May 5
Michael David deBurgh Edwards, Department of Statistics, "The Analysis of Ordinal Data." Prof. I. Guttman.

Co-opted members of Council committees, subcommittees

Members of the University community are invited to submit nominations for the co-opted membership of the following committees and subcommittees:

Academic Affairs Committee
Academic Appeals Board
Subcommittee on Admissions,
Curriculum & Standards
Subcommittee on Research & Academic Services
Committee for Honorary Degrees
It is anticipated that a limited number of co-optees will also be required for the following:

Business Affairs Committee
Committee on Campus & Community Affairs
Planning & Resources Committee
Planning Subcommittee
Nominations should include:
(1) A brief and relevant curriculum vitae
(2) An indication of the nominee's agreement to serve and, if possible, their willingness to serve for a period longer than one year.
Nominations should be sent to J.G. Dimond, secretary, Governing Council, room 106, Simcoe Hall, University of Toronto.
The deadline for nominations is noon, May 2.
Enquiries should be directed to Irene Birrell (978-8794).

U of T to honour northern missionary

Rev. Theophile Didier, OMI, will be granted a Doctor of Laws, *honoris causa*, degree at the Erindale Convocation June 18. Fr. Didier joins 10 other scientists, academics, artists and jurists who will be granted honorary degrees by the University in 1986 (Bulletin, April 7).

Fr. Didier, who has lived in the western Hudson Bay region for more than 50 years and currently lives in Churchill, Manitoba, is being recognized for his translations of the scriptures into Inuktitut and his work to preserve the Inuktitut language.

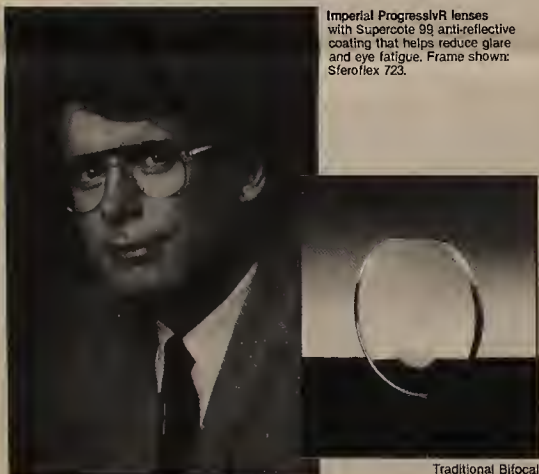
He was born in France in 1910 and has worked in the Diocese of Churchill since his graduation from theology school in 1935. He received the Commissioner's Award for Public Service in 1982 — the highest public award granted in the Northwest Territories.

Search committee for TYP director

Professor A.M. Wall's term as director of the Transitional Year Program ends June 30, 1986.

A search committee has been established to recommend a new director for the program. Members are Mrs. Keren Brathwaite and Dr. Tom Mathien of TYP, Professor F.I. Case, French Department, Professor Michael Bodemann, Department of Sociology and Professor Brian Merrilees, vice-provost, (chair).

The committee would welcome nominations and recommendations.



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Events

Lectures

Nuclearism, Law and Morality.
Wednesday, April 23
Prof. Graeme MacQueen,
McMaster University. 179
University College. 8 p.m.
(Science for Peace, Physi-
cians for Social Responsibility
and Lawyers for Social
Responsibility)

The Peace Issue as a Political Issue.
Wednesday, April 30
Richard Swift, *New Internationalist* magazine. 179 University College. 8 p.m.
(Science for Peace, Physi-
cians for Social Responsibility
and Lawyers for Social
Responsibility)

Halley's Comet in Cuneiform: The First Recorded Observation in Babylonia.

Wednesday, April 30
Christopher Walker, British Museum. 3154 Medical Sciences Building. 8 p.m.
(Society for Mesopotamian Studies)

Problèmes techniques des lexiques bilingues (latin-français, français-latin) au moyen âge.

Monday, May 5
Prof. Jacques Monfrin, Ecole Nationale des Chartes. Common Room, Pontifical Institute of Mediaeval Studies. 4 p.m.
(French, Medieval Studies and PIMS)

Seminars

Are NK Cells Involved in Immune Surveillance?
Monday, April 21
Dr. John C. Roder, Mount Sinai Medical Research Institute. 417 Best Institute. 12.30 p.m.
(BDDMR)

Biological Effects of Magnetic Fields: A Central Role for the Opioid Systems.

Wednesday, April 23
Prof. K.P. Ossenkopp, University of Western Ontario. Room 111, 1 Spadina Cresc. 11 a.m.
(Ophthalmology and MRC Group in Periodontal Physiology)

Meetings & Conferences

The New Beginning: A Critical Appraisal of the Rehabilitation of the Head Injured Patient.

Thursday, May 1 and Friday, May 2
George Ignatieff Theatre, Trinity College, Devonshire Place. Thursday, 8.45 a.m. to 5 p.m.; Friday, 9 a.m. to 4.30 p.m.
Registration from 8 a.m. Thursday.
Information: 978-2718.
(Rehabilitation Medicine and Head Injury Association of Canada)

Gregory Baum: Theologian and Social Critic.

Thursday, May 1
Symposium on Baum's contribution to theology and the Second Vatican Council, ecumenism, sociology, and the Canadian Left. Senate Chamber, Alumni Hall, St. Michael's College, 121 St. Joseph St. 7 to 9 p.m.

Feminism and the Practice of History.
Monday, May 5
Prof. Alison Prentice, Ontario Institute for Studies in Education. 3-311 Ontario Institute for Studies in Education. 8 p.m.
(Centre for Women's Studies in Education)

Colloquia

Factors Influencing the Selection of Religious Affiliation among Southeast Asian Christians in Toronto.

Friday, April 25
Prof. Judith Nagata, York University. Centre for Religious Studies lounge, 14-352 Roberts Library. 1 p.m.


Durkheim, Revivals and Revolution.
Friday, May 2
Prof. Edward A. Tiryakian, Duke University. Centre for Religious Studies lounge, 14-352 Roberts Library. 1 p.m.

Molecular Gene Mapping in Tomato.
Friday, April 25
Prof. Steve Tanksley, Cornell University. Room 7, Botany Building. 3.30 p.m.

Osteoporosis and Aging.
Friday, April 25
Prof. T.M. Murray, Department of Medicine; Biology of Aging series. 6205 Medical Sciences Building. 4 p.m.
(Gerontology)

My Marriage to Reductionism: the First Decade.
Friday, May 2
Prof. Doug Larson, University of Guelph. Room 7, Botany Building. 3.30 p.m.

Writing and Memory.
Monday, May 5
Prof. Suzanne Hidi, Ontario Institute for Studies in Education; Problems in Literacy series. Coach House, 39A Queen's Park Cresc. E. 4 p.m.
(McLuhan Program)



OMBUDSMAN

Confidential advice and assistance with problems unsolved through regular university channels is available to all students, faculty and administrative staff of the three U of T. campuses.

Office of the University Ombudsman, 16 Hart House Circle, University of Toronto, Toronto, Ontario M5S 1A1 978-4874

Music

ROYAL CONSERVATORY OF MUSIC
Andrew Moorosi, Oboe and English Horn.
Thursday, April 24
Young artists series. Concert Hall. 5.15 p.m.

Gerard Kantarjian, Violin.
Thursday, May 1
Twilight series. Concert Hall. 5.15 p.m.
Tickets \$2, students and senior citizens \$1.

Information on all Conservatory concerts available from publicity office. 978-3771.

Plays & Readings

The Island.
April 22 to 27
By Athol Fugard. Last of six plays in Graduate Centre for the Study of Drama studio season. Robert Gill Theatre, Koffler Student Services Centre. Tuesday to Saturday 8 p.m.; Sunday matinee 2 p.m.
Tickets \$5, students and senior citizens \$3.
Reservations: Monday to Friday 11 a.m. to 5 p.m., 978-8668; performance box office opens one hour prior to curtain time, 586-7886.

Governing Council & Committees

Business Affairs Committee.
Wednesday, April 23
Special meeting. Council Chamber, Simcoe Hall. 3 p.m.

Governing Council
Monday, April 28
Special meeting. Council Chamber, Simcoe Hall. 4.30 p.m.

Committee on Campus & Community Affairs.
Tuesday, April 29
Council Chamber, Simcoe Hall. 4 p.m.

Admissions, Curriculum & Standards Subcommittee.
Wednesday, April 30
Council Chamber, Simcoe Hall. 4 p.m.

Academic Affairs Committee.
Thursday, May 1
Council Chamber, Simcoe Hall. 4 p.m.

EDWARD JOHNSON BUILDING FACULTY OF MUSIC

Opera Excerpts.
Thursday, April 24
Sunday, April 27
Scenes from L'Ormino by Cavalli. Werther by Massenet, Don Pasquale by Donizetti, Roméo et Juliette by Gounod, Boris Godounov by Mussorgsky, The Bartered Bride by Smetana and La Fille du Régiment by Donizetti.

Friday, May 2
Saturday, May 3
Scenes from The Love for Three Oranges by Prokofiev, Lucia di Lammermoor by Donizetti, Faust by Gounod, Cendrillon by Massenet and The Secret of Susanna by Wolf-Ferrari (complete).
Opera division fully staged and costumed productions. MacMillan Theatre. 8 p.m.
Tickets \$8.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

Exhibitions

Justina M. Barnicke Gallery, Hart House.
To May 1
East Gallery: Josepha van den Anker, installation paintings.
West Gallery: Michael Torosian, photographs.
Gallery hours: Tuesday-Saturday, 11 a.m. to 6 p.m.

Roberts Library.

To May 2
The Art of Ngan Siu Mui. Paintings, calligraphy and seal carvings by Hong Kong artist. Main display area. (Public & Community Relations)

Miscellany

University Settlement 75th Anniversary Dinner.
Thursday, May 1
Guest speaker, Hon. David Crombie, Minister of Indian Affairs and Northern Development, Hart House. Reception East Common Room, 6.30 p.m.; dinner, Great Hall, 7.30 p.m.
Tickets \$27.50.
Reservations required by April 25.
Information: 598-8444.

Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Wilcocks St., by the following times:
Events taking place May 5 to May 20: Monday, April 21
Events taking place May 20 to June 9: Monday, May 5

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University malaise, or who was Martin Luther?

by Jan De Koning, William Graydon, Anne Hedlin, Derk Pierik, Daniel Osmond and David Tinker

A sense of malaise pervades this great university and probably other Canadian universities as well. The heady expansionist days of the 60s, despite their sit-ins, walk-outs, and other turbulences, are now remembered as the "good old days" that gave way to the sobering 70s and gloomy 80s.

This malaise was acknowledged during a recent debate sponsored by our faculty association involving Professors Robert Bothwell, co-author of "The Great Brain Robbery", and Arthur Kruger, principal of Woodsworth College (*Bulletin*, March 10). Both men identified rather different sets of causes, such as poor academic preparation of our entering students, unicameral government (the system no other university seeks to copy), unsatisfactory relationships between faculty and administration, lack of new blood, inadequate funding, and ineffective public relations efforts to boost public and private sector support.

No doubt these are all contributory, but one incidental statement by Kruger provided us with another avenue of exploration. He mentioned a sizeable class of students who did not know who Martin Luther was, except for one who vaguely recollected that Luther had made trouble for the Church! Kruger lamented such shameful ignorance of our rich cultural roots, thereby reminding us of the historic connection between religion, culture and education.

Is there a connection between the way we feel about ourselves, colleagues and university, and our alienation from our spiritual roots? Does our malaise spring more directly from spiritual than from immediate material causes? Does our ignorance of Martin Luther (and his Church) have any bearing on our present condition?

These questions are not as far-fetched as may appear to some readers, because a sense of well-being

is more a matter of the mind and spirit than of external circumstance. Poor people can be happy, while rich ones can be desperately unhappy, individually or collectively. We should not be naive enough to believe that our malaise could be cured by a sudden influx of funds and a greater proportion of literate freshmen.

We believe that recent decades have witnessed a quiet erosion of the spirit of our university, with all kinds of consequences that contribute to our malaise. We have ignored, downgraded, or banished valid spiritual concerns, only to find that a different kind of spirit has crept in by the back door, a hardbitten, super-competitive spirit that is narrowly focused on survival and self-advancement at any cost.

To legitimize this spirit, we have conveniently re-defined "excellence" in reductionist, pragmatic, quantitative terms that encourage us to aggrandize ourselves at the expense of the well-being of our students, colleagues, and of the University as a whole. This caricature of excellence demands constant preening and self-promotion; it generates leverage to reduce teaching responsibilities, especially "mere" undergraduate teaching. The ideal University citizen is perceived as the "superstar" who captures enormous grants — and whose success is rewarded with much power along with minimal institutional responsibilities. Indeed, the University is perceived opportunistically as a dog-eat-dog place to be exploited for personal advantage.

What has happened to the kind of excellence that characterized so many of the truly great scholars of this university, who didn't necessarily publish great numbers of papers or hold huge research grants, but who are remembered with great respect by generations of grateful students and colleagues? What has happened to the kind of excellence that expresses itself in nurturing students, the department, and the University?

The University has been dehumanized by our new, spurious definition of excellence. The spiritual values inherent in the proper definition have been replaced by lesser values that impoverish and oppress us. We need to be rehumanized, and to recapture a vision of service for ourselves and for the society that supports us and entrusts its young people to us. That vision must take into account what we know of the meaning of human life and the ways in which the University can recognize and promote that meaning. Especially when times are hard must we give close attention to the vision of what the University community ought to be.

We are not alone or original in these views. In his installation address as eighth president of this university, Claude Bissell said that, "... at Toronto there has always been a warm sense of community, the genial thrust and parry of good talk and animated debate, and a respect for the individual. Toronto has been such a university as Newman describes: 'an Alma Mater, knowing her children one by one, not a foundry, or a mint, or a treadmill'."

In the same address, Bissell quoted Sir Robert Falconer, an earlier president, who characterized university communities as places for "silently humanising the minds of men (and women)". Bissell recalled inspiring teachers whose words were "aglow



with evangelical fire", and that the concept of freedom as it flourishes here owes much to the "secular tradition of the usefulness of knowledge and the religious tradition of the redemptive power of truth". He also quoted the words of Chancellor Nelles during the 1885 graduation ceremonies of Victoria University, "It is one of the glories of Christianity that it can stand unabashed and unshaken in the presence of all forms of scholarly research and make them a tributary to its progress." These words remind us that those who built this great university defined excellence within a context of spiritual values.

How appealing, yet how remote it all seems now. But is the need for such enduring values any less urgent today? Those of us who are the natural custodians of the University's glorious tradition must accept responsibility for the spiritual neglect which has impoverished and debased us individually and collectively.

We call upon colleagues of all persuasions to join us in a fresh examination of the presuppositions and world-views that now determine and vex so much of our university life together. In so doing, we ask no more than is called for in the "General Objectives of the

University of Toronto", approved by Governing Council on Oct. 18, 1973. In Section five, titled "Organization", this document states, "The University of Toronto will continue to develop an internal structure that will realize a diverse, flexible, and decentralized academic, physical, and social environment, in order that, within the constraints imposed by these objectives, the members of the University may enjoy to the greatest possible degree the excitement of ideas, the love of truth, and the satisfaction of personal and community development."

We cannot view these stated objectives of our university as mere outdated sentiments, for which the current state of malaise must be regarded as an acceptable substitute. Nor do we see these objectives as hinging on financial prosperity alone, to be given up in these hard times. Let us therefore ask our colleagues to consider how we might achieve the objectives to which our university is committed.

Jan De Koning is a professor in the Department of Mathematics, William Graydon in chemical engineering, Anne Hedlin and Daniel Osmond in physiology and David Tinker in biochemistry. Derk Pierik is University Chaplain.



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Letters

U of T could easily be a leader in architecture field

It is almost inconceivable that the University of Toronto should not have a program in architecture. The University is situated in one of the finest of North American cities. Toronto is a unique experiment in urban development. A large segment of its population has a long-standing interest in architecture. Public lectures and presentations are well attended; newspapers regularly carry features on architecture and design, and expensive photo books in the field seem to sell well. Does the University really want to deny itself involvement in this city's physical design? Does it want to isolate itself from the public and seek shelter in the proverbial ivory tower, especially at a time when it seeks outside funding?

The University builds its case for closing the faculty to a large extent on the lack of funding. Ironically, there are very few programs which offer such potential as architecture. Indeed, the resources for creating a strong and leading program are readily available.

The University has many departments offering high quality courses in fields which serve as underpinnings for architectural studies. They range from engineering to the humanities and social sciences. Our libraries have an abundance of source material

accumulated over many years of careful acquisition.

It is a long-standing tradition in architecture that practising architects involve themselves in the education of students. Fortunately, Toronto is a major centre for high quality architectural talent; many of its architects successfully take part in major national and international competitions. They are involved in large-scale projects all over North America and far beyond. No other university in Canada has such a rich reservoir of design talent at its very doorstep. No other university has such a potential to create a first class school. The new curriculum introduced in 1983 was designed to draw upon these resources both within and outside the University and to put the University in a position of leadership.

The essence of an architectural curriculum is the design component taught in studio format. These studios are largely taught by part-time instructors drawn from the profession. The studio work finds its culmination in end-of-term critiques and reviews by a large number of guest critics invited from outside the University. These reviews are an integral part of the learning process and students vie with each other to have their work

commented upon by a prominent visitor.

In this context it should be noted that in academic architecture the PhD is not a reasonable requirement. A few years ago I counted among 33 full professors at Harvard, MIT and Princeton only five PhDs. Closer scrutiny revealed that of these five, at least two had backgrounds other than architecture. In academic architecture it is not the PhD that counts but the ability to design.

The University conducts many reviews and evaluations of programs and departments. A few departments have been rescued from closure and successfully rehabilitated to a respectable position in the University community. In this case however, it seems that the University lacks the collective will and driving force necessary to rebuild where rebuilding is essential.

The decision to close the faculty indicates that the University is ready to walk away from the great oppor-



tunity open to it. Although a unique array of resources presents itself, the University is prepared to turn its back both on the city and the country. It has decided to reject the opportunity to be a leader in a field where leadership can be attained so easily.

Jacob Spelt
Former dean pro tem
Faculty of Architecture & Landscape
Architecture

OISE graduate program part of U of T

As a student member of the School of Graduate Studies' Council representing Division II who is enrolled in the Department of Education, housed at the Ontario Institute for Studies in Education, I am writing in regard to a story that appeared in your March 24 issue.

You reported that President Connell, in his March address to the Governing Council, intimated that graduate programs at OISE are not part of the University of Toronto. This information is inaccurate. Although OISE's budget, and its mandate in relation to research and field services, are distinct from U of T's mandate,

OISE's Graduate Department of Education is, and has been since OISE's inception, U of T's Graduate Department of Education.

By voicing his statement President Connell has implied that I, and all other OISE representatives to Council, are not legitimate members of the SGS Council. I am seriously concerned that this implication be recognized as not the case.

Carol Nash
Graduate Student Representative
Division II
SGS Council

A misleading view of financial results

The *Bulletin* article of March 10 on the current round of salary and benefits negotiations ("U of T's accounting system becomes negotiating issue") quite accurately summarized UTFA's critique of the administration's budget documents. The article ended, however, with quotes from Bob White and Alec Patby of the Office of Business Affairs that cast doubt on the validity of our arguments and may have led to a degree of uncertainty in the minds of some of your readers.

In order to put these uncertainties to rest, UTFA engaged Mr. David R. Brown, FSA, FCIA, a partner in Eckler Partners Ltd., Consulting Actuaries, to review the administration's budget documents and Professor Brian Galvin's critique upon which our own critique was based.

Mr. Brown's opinion is "that he (Brian Galvin) is quite correct and that the administration's treatment of the disputed areas (purchase order commitments, carry forward of unspent appropriations and interfund transfers) gives a misleading view of last year's financial results and the base position on which this year's

financial operations should properly be projected."

I trust that this will help the campus community reach a judgement in this matter.

Jack Wayne
Vice-President
Salary and Benefits
U of T Faculty Association

We should be justifiably proud of our education programs

I write to clarify the remarks attributed to President Connell about OISE at the March meeting of the Governing Council in his response to the March 8 *Globe & Mail* article "U of T's world star dimming..." In referring to the Ontario Council on Graduate Studies' (OCGS) review the *Bulletin* (March 24) reports: "Of the seven programs in serious difficulty, only two are in the University. The other five are in OISE, Connell said."

This is not the place to go into the details of the OCGS review. We had 36 programs assessed. The vast majority of the programs received first rate and in many cases glowing assessments. Overall the results were strongly favourable and the recommendations for improvement were in areas with which we were in agreement and already had development efforts in place. Anyone doubting my conclusions about the outcome of the OCGS review should consult the dean of the School of Graduate Studies, Tom Robinson, who as vice-dean and dean of the school oversaw the OCGS Education assessment from start to finish.

In a Governing Council meeting in

the fall, President Connell praised OISE. To praise OISE at one meeting and to refer to programs in serious difficulty at another meeting is not necessarily inconsistent, but context is important, especially these days given the current U of T/OISE situation.

This brings me to the two main points I wish to make. First, President Connell refers to graduate programs "in" U of T as distinct from those "in" OISE. Graduate programs in education are fully part of the School of Graduate Studies, University of Toronto. I am chairperson of the Department of Education, University of Toronto. The programs are our programs, the University and OISE's alike. We should together be justifiably proud of the education programs and we should together be endorsing improvements. Given the current U of T/OISE/government imbroglio over the future relationship between the University of Toronto and OISE one can understand projections that imagine complete separation, but this is not the case now, nor has it been for the 20 years of OISE's existence, nor incidentally do I think it will be in the future.

Second, the timing of what can only be interpreted as negative remarks about OISE is most peculiar. After months of non-negotiation there are a number of serious attempts to get the University of Toronto and OISE back together discussing possibilities. President Connell himself in a March 10 letter to our Board of Governors represents one example. OISE's Board of Governors, while not accepting the particular terms in the March 10 letter, has indicated a desire to find some framework for discussion and has done so since January. The Joint Council on Education has just issued a discussion report proposing a framework for consideration. With the extreme tension and delicacy characterizing the U of T/OISE situation, and with various attempts at rapprochement, it is unfortunate for the president to make the public statement he did.

Michael Fullan
Chair
Department of Education
University of Toronto

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Effective May 1, 1986, the rate for classified ads will be \$8 for 35 words or less and \$25 for each additional word.

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Yonge-St. Clair - Large 3-storey executive home, furnished, with 6 bedrooms (or 4 bedrooms and separate apt.), 3 bathrooms, 3 fireplaces, sauna, playroom, ultramodern kitchen, large lawn. Five minute walk to subway. \$2,500 a mo. plus utilities. Avail. for one year from Aug. 1. 961-4764 (evgs).

For Rent - large, sunny, sub-bathal house, September 1986-August 1987, renovated, fully furnished, large garden, 4 bedrooms, Yonge-St. Clair Brown School district, \$2000/month. 964-0975 after 6.

House for Rent - July, 1, 1986 to July 1, 1987. Centrally located, cosy three bedroom, fully furnished, garden. Close to public transportation, schools, shopping. Telephone 1-416-654-6041 after 6.

Furnished home (3 bedrooms + office), nice garden, for rent during research leave September 1986-August 1987, flexible. Pleasant, quiet east end street, close to Pape subway, shopping, schools, park. Children welcome. \$1000/mo. Phone (416) 466-6185.

Riverdale: Gerrard/Logan, 20 min. TTC to U of T (24 hr. streetcar at corner). Fully furnished Victorian row house 2 bedrooms, den, washer, dryer. Walk to shopping facilities. Non-smokers preferred. Available August 1986-July 1987 inclusive. \$900 month — 1 year lease. Call 461-3361 evenings or 979-4372 days (Susan).

St. Clair end Yonge, near subway. Bachelor apartment, furnished. June 20 to Aug. 31. \$400/month. Telephone 920-3351.

Beautiful 4 bedroom furnished home, north Toronto 10 minutes to subway, near excellent schools, available July 1, 1986-September 1, 1987. \$1,700/month and utilities. References required. Ron Walenius (416) 225-5698 (home), (416) 241-8503 (school).

Fully furnished rental home in Agincourt, July 1 one year lease. Large tree lot, quiet street. Near schools, GO train, shopping. Two storey, 3 bedroom, den, screened porch, family room. \$1,200 + monthly. References required. 291-2039.

Prime Riverdale. Stunning architecture renovation. 3-storey atrium and greenhouse. Two fireplaces. Three bedrooms, den, family room. Five appliances. Central air conditioning. Many luxury features, beautifuly furnished. Parking. TTC. One year lease starting July 1. \$2,000/month. Call 376-5846.

Furnishad, large, luxury one-bedroom apartment available June 29-August 26. Airconditioning, huge balcony, security, park-like grounds, outdoor pool, sauna, plus. Non-smoker, adult, no pets. References required. \$800/month. Scarlett Rd/Eglinton. 762-5040.

Efficiency Apt. - Furnished - Bay/Charles ½ block from University. Available June 1 to Aug. 31. Pool — Health Club A/C — Utilities included — \$550.00 monthly. Phone St. Catharines 1-(416) 684-6096 or 688-2654 Norman or Paul.

Beach triplex unfurnished apartment. Immaculate. 2 bedroom, on quiet cul de sac, garage, 4 appliances, backyard. Non-smoker, no pets, suitable for couple, or individual. \$750, June 1. 691-3524.

North Toronto furnished house from Sept. 1st 1986 — August 31st 1987. Good sized principal rooms. Eat-in kitchen and sunroom. Four bedrooms. Finished basement. 6 appliances. Fenced garden. Excellent schools and transportation. References required. No pets. Non-smokers preferred. \$1600/month. After 6 p.m. 485-9697.

Leaside Furnished House - Available July/December 1986 (flexible). Detached 3 bedroom home with finished basement and all appliances. Very close to schools, TTC transport 10 minute drive from the university. \$995 monthly plus utilities. 1-416-425-2385.

High Park. Spacious 4 bedroom home, 15 minutes to campus. Large 3rd floor master suite. Available July 86 for 2 years. 2 bedrooms, 6 appliances. Steps to subway and High Park. Quiet street, parking. \$1300/month + utilities, references (416) 767-8950.

Bathurst-Wilson. Luxury condo 3 bedrooms, corner unit. 2 full baths, air, 3 appliances, laundry facility, parking, locker, recreation room. Gym, sauna, swimming pool, park. TTC at door. \$1075. Starting May. References required. Call 787-6795 until 9 p.m.

Downtown Toronto summer rental. Rosedale. Furnished 9-room house, 4.5 bedrooms, 2½ baths, sun-porch, deck, patioed fenced garden, piano, all appliances. Quiet tree lined crescent, near bus, parks, shops. \$1300/mo. References. 950-4954.

2 Bedroom apt. for auburne July/August. Prime Yorkville area. 5 min. walk to campus. Tassily furnished. All amenities. Huge sundeck. Free parking. Ideal for visiting prof. & family. References required. \$1,200 per month. 964-6398.

Yonge-Eglinton. Attractive 4 bedroom, detached house. 2 baths, appliances, deck, garage, near subway. 1 year lease available July (furniture optional). \$1,200 + utilities. 481-3730 evg.

High Park. Furnished 5 bedroom family home. All appliances, piano, fireplace, 2½ bathrooms, huge backyard. Excellent schools, shopping. Non-smokers, no pets. References: Aug. 1986-July 1987. \$1500 + utilities, refundable deposit. 766-6136 evenings.

Sublet, June 1st to Aug. 31st. 2-bedroom apt., fully furnished, 5 min. walk Eglinton West subway. ½ hr. U of T. Parking, airconditioning, broodroom, pool, sauna, southern balcony, view. \$697/month inclusive. Telephone 785-5296.

House for rent, 2 blocks from U of T, clean Victorian, 2½ storey, private parking, 3 or 4 bedrooms, livingroom, diningroom, kitchen, washer, dryer. Available mid-August. \$1350 plus utilities. Phone after 6 p.m.: 921-3502 or 924-8674.

Summer rental. Yonge & Eglinton area, totally rebuilt 3 bedroom house, large kitchen, sun-room walkout to deck, 2½ bathrooms, jacuzzi, central air, July/Aug. 1986. \$1200/month + utilities. References. Non-smokers preferred. 488-3653.

Oakville/Bayview, 10 minutes from downtown. College teacher's house. Bright 3 bedroom. Furnished semi. All appliances, 2 bathrooms. Enclosed backyard with playhouse. Non-smokers preferred. July 1 to December 31. \$950/month includes heat and hydro. Phone 486-1133.

Avenue Road/Eglinton Ave. - 4 bedroom detached house, 5 appliances, fireplace, garage, mutual drive. Close to schools, shops and TTC, in a quiet professional area. \$1,100/month. Lease. 922-2191 weekdays.

Accommodation Rentals Required

Responsible academic couple on research leave seeks central furnished apartment or house Summer 1986 — Summer 1987. Dates flexible. References available. Please call Prof. Philip Alpersen collect (502) 458-0190 evenings.

House wanted to rent from Sept. 1, 1986. Close to U of T. Graduate students with excellent references will care for yard, pets, etc. Phone Kent at 221-7731.

Family from Michigan desires to rent 3 bedroom home in Metro Toronto area for 1 or 2 months summer of 1986. Can provide excellent references. Call (517) 349-0526 (collect) after 5:30 p.m.

On aabbatical at U of T. Require apartment or small home. Furnished if possible. Aug. 1986 to June 1987 inclusive. Non-smokers. Spouse and one 9-year old child. References on request. D. Fuchs, School of Social Work, Univ. of Manitoba, Winnipeg R3T 2N2. Phone: Office (204) 474-9237 or Home (204) 261-4043.

Professional Irish couple, R.N. and pharmacist, will mind home and garden. Long or short term. Non-smokers. No children. References available. Contact Dominic, Hospital for Sick Children (416) 597-1500 Pharmacy Department.

Clean, unfurnished two bedroom apartment/flat needed for July 15 by quiet non-smoker. Reasonable rent. Call Joanne 979-4395 days or 422-2541 evenings.

Three bedroom house, preferably unfurnished, for first-year Emmanuel student, wife and three school-age children. Tidy housekeeper. University area or Lawrence/Avenue Road area, beginning August 1. Bus. 924-9619, Home 488-9607.

McGill law student will be in Toronto studying at U of T from early in May to the end of August. I am looking for a faculty member who will be away during this period and whose house or apartment I could look after and maintain, in exchange for lodgings. Stephen (514) 842-2000 local 2503, or (514) 637-6914.

Fair Exchange. Responsible, mature student needs downtown accommodation for summer job. Will care for your house, pets, garden — free in exchange for place to stay. Available immediately, weekly/monthly. Impeccable references. Call John 266-7858 (evenings).

Accommodation Out of Town

1 Bedroom furnished apartment in Vancouver to sublet the month of June. Near UBC, quiet, 15 min. to Expo site. Reasonable rent for reliable tenant. Leave a message at 978-4715 for more info.

Accommodation Shared/Exchanges

Two-bedroom house to share with gay male. Laundry, yard, all night TTC, 1½ hour U of T. Upper Gerrard area. Non-smoker preferred. May 1st. \$300.00 plus 1/2 utilities. 466-9034, evenings.

Beaches: beautiful, furnished 2-bedroom home to share. 3 blocks from lake, quiet tree-lined street. fireplace, parking, washer/dryer. Deck overlooking trees and park. Must have good sense of humour, references. \$490 incl. 691-9222 after 7:00.

Furnished 2 bedroom condo to share with owner. Suit grad student. Close to Broadview subway, indoor pool, parking, bike room. \$400. Non-smoker. Leave message (416) 465-5950.

House to rent/exchange. Available 3 bedroom house — Beaches area. Renovated — large family room. Fully furnished — 1½ block from shopping, park, public school. Wanted London, England house. Central heating, in or near London, Sept. '86 — July/Aug. '87. Phone (416) 694-2299.

Sabbatical exchange with Vancouver family required, or we rent your home in Toronto July 1, 1986 for 1 year. Call Alan: 781-5348 (eves).

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all of this using an IBM-PC (previous experience not essential). Acquaintance with foreign languages would be an asset. Ability to organize and direct the work on one's own initiative is important. Applications must be received by Monday, April 28, at the Phoenix office, Larkin Bldg. 339, Trinity College — after a period of training, the successful candidate will take over the position fully in early July. This position might combine well with the position of Clerk Typist in the Faculty of Divinity, Trinity College (3 days a week). Details of this latter position are available from Jill Willard in the Bursar's Office.

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